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Railway, Transport and General Workers: system-wide unit of employees: request for review under Section 61(2): 544; representation vote, 649; request for review denied, 710.

Dispute:

Locomotive Firemen and Enginemen: Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland: CB appointed, 104; CB fully constituted, 157; CB report, 545.

Intervener, certification application:

Locomotive firemen and enginemen: rejected, 37.

Canadian Pacific Air lines

Certification application:

Machinists: 481; granted, 595.

Disputes:

Air Line Flight Attendants' Association: settlement, 104.

Hotel and restaurant employees: CO appointed, 39; settlement, 104.

Machinists: CO appointed, 156; settlement, 544.

Canadian Pacific Railway Company

Dispute:

Locomotive Firemen and Enginemen: Atlantic, Eastern Prairie and Pacific Regions: CB appointed, 225; CB fully constituted, 278; CB report, 545; settlement, 597.

Canadian Propane Consolidated Ltd.

Certification application:

Teamsters, 276; granted, 480.

Canadian Telephone and Supplies Limited

Certification application:

Federation of Telephone Workers of British Columbia: withdrawn, 103.

Canadian Union of Public Employees

Certification application:

Canadian Broadcasting Corporation (production employees, Ottawa): 103; granted, 276.

Disputes:

Hamilton Harbour Commissioners: Manual Maintenance Agreement: CO appointed, 412.

Hamilton Harbour Commissioners: Police Unit: CO appointed, 412; settlement, 482.

Toronto Harbour Commissioners: CO appointed, 412; settlement, 544.

Intervener, certification applications:

Canadian Broadcasting Corporation: Montreal and Quebec City: representation vote, 595; granted, 710.

Canadian Broadcasting Corporation (production employees and technicians): rejected, 276.

Cargill Grain Company Limited

Dispute:

National Syndicate of Employees of Cargill Grain Company Limited: strike action, 39; settlement, 104.

Carpenters and Joiners of America, United

Certification applications:

Northern Mining Contractors: 411; granted, 543.

Ralph M. Parsons Construction Company of Canada: 596; granted, 710.

Restigouche Log Driving and Boom Company: granted, 37.

Carryore Limited

Certification application:

Canadian Marine Officers' Union: 649.

Cassiar Asbestos Corporation

Certification application:

Steelworkers, 102; 224; withdrawn, 224; 342.

Dispute:

Steelworkers: CO appointed, 157; settlement, 278.

Intervener, certification application:

Beverage dispensers: withdrawn, 342.

Central Mortgage and Housing Corporation

Certification application:

Mine Workers: Habitation Orléans and Bellerive Apartments, 543; granted, 710.

Disputes:

Mine Workers:

Benny Farm Housing Project, Montreal: CO appointed, 277; settlement, 343.

Place Benoît, Montreal: CO appointed, 277; settlement, 343.

Villeray Terrace, Montreal: CO appointed, 278; settlement, 343.

Public Service Alliance of Canada: head office stationary engineers: CO appointed, 482; settlement, 544.

Le Syndicat National des Employés de S.C.H.L. (CSN):

Cloverdale Park Apartments, Pierrefonds, Que.: CO appointed, 156; settlement, 596.

Le Domaine Estria Pavillon Mercier, Montreal: CO appointed, 156: settlement, 597.

Park-Royal Apartments, Ville St-Laurent, Que.: CO appointed, 156; settlement, 596.

Pie IX Apartment, Ville St-Michel, Que.: CO appointed, 156; settlement, 596.

St-Georges Gardens Apartments, Pointe-aux-Trembles, Que.: CO appointed, 156; settlement, 596.

Terrasse Belleville, St-Vincent-de-Paul, Que.: CO appointed, 156; settlement, 597.

Terrasse St-Michel, Ville St-Michel, Que: Co appointed, 156; settlement, 596.

CHANNEL SEVEN TELEVISION LIMITED (CJAY)
Dispute:
Broadcast Employees: CO appointed, 156; CB not appointed, 278; settlement, 343.

CHEK-TV LIMITED
Dispute:
Broadcast Employees: CO appointed, 343; settlement, 412.

CHEMAINUS TOWING CO. LTD.
Certification application:
Seafarers: 710.

CHER BROADCASTERS LTD.
Certification application:
Theatrical Stage Employees: 155; granted, 224.

THE CHESAPEAKE AND OHIO RAILWAY COMPANY
Certification application:
Locomotive Firemen and Enginemen: rejected, 155; 543.
Intervener, certification application:
Locomotive Engineers: rejected, 155.

CITY OF WHITEHORSE
Certification application:
Teamsters: city employees: 411; granted, 543.

CJCH LIMITED
Dispute:
Electrical Workers: CO appointed, 343; settlement, 483.

CLARKE STEAMSHIP COMPANY LIMITED
Certification application:
Longshoremen: granted, 37.

CLARKE TRAFFIC SERVICES LTD.
Certification application:
Seafarers: 276; representation vote, 410; rejected, 481.
Disputes:
Mine Workers (Local 14273): CO appointed, 544; settlement, 596.
Mine Workers (Local 14274): CO appointed, 544; settlement, 596.
Intervener, certification application:
Mine Workers: representation vote, 410; rejected, 481.

COAST FERRIES LIMITED
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 343; settlement, 483.

COMINCO LTD.
Certification applications:
Steelworkers: Pine Point, NWT: 224; granted, 276.
Steelworkers: Yellowknife, NWT: 224; granted, 276.
Disputes:
Steelworkers: Con and Rycon Opertions: CO appointed, 650.
Steelworkers: Pine Point Operations: CO appointed, 650.

COMMUNICATIONS WORKERS OF AMERICA
Dispute:
Northern Telephone Limited: CO appointed, 157; CB appointed, 225; CB fully constituted, 278; CB report, 483; strike action, 545; strike terminated, 651.

LA COMPAGNIE DE RADIO-DIFFUSION C.K.C.H. DE HULL (LIMITÉE)
Certification application:
Le Syndicat National des Employés de C.K.C.H. (CSN): 155; granted, 276.

CONRAD BROTHERS LIMITED
Certification application:
Railway, Transport and General Workers: 543; granted, 710.

CONSOLIDATED AVIATION FUELING
Dispute:
Machinists: settlement after strike action, 39.

CONSOLIDATED DENISON MINES (DENISON MINES LIMITED)
Certification application:
Operating Engineers: application for revocation, 481; withdrawn, 544.

CONTINENTAL TRUCKING LTD.
Certification application:
Teamsters: application for revocation granted, 37.

D. N. COOPER (*et al.*)
Certification application:
Professional Transport Workers' Union of Canada: application for revocation, 155; representation vote, 342; application for revocation granted, 410.

CORDNER, HUBERT AND BOND LIMITED
Certification application:
Hotel Employees: granted, 102.

CTV TELEVISION NETWORK LIMITED
Dispute:
Broadcast Employees: CO appointed, 412; CB appointed, 483; CB fully constituted, 597; settlement, 651.

Culver, Harold E. (*et al.*)
Intervener, certification application:
A. & H. Express Lines (Canada) Limited: withdrawn, 38.

Curry Moving and Warehousing Ltd.
Certification application:
Teamsters: 410; granted, 543.
Dispute:
Teamsters: CO appointed, 650.

Davie Transportation Limited
Dispute:
Seafarers: CO appointed, 544; settlement, 650.

Eamer Daye Transport Ltd.
Certification application:
Teamsters: 38; granted, 224.

Denison Mines Limited
Certification application:
Operating Engineers: application for revocation, 481.

Detroit and Canada Tunnel Corporation
Dispute:
Auto Workers: CO appointed, 650.

Louis Dreyfus (Canada) Limited
Certification application:
Steelworkers: 481; withdrawn, 649; 710.

Eastern Canada Flour Mills Ltd.
Dispute:
Le Syndicat National des Employés des Minoteries Phenix (CSN): settlement, 39.

Eastern Provincial Airways (1963) Ltd.
Disputes:
Machinists: settlement after Board procedure, 104.
Machinists: CO appointed, 482; settlement, 544.

Eastern Telephone and Telegraph Company
Dispute:
Electrical Workers: CO appointed, 650.

Edgewater Hotel Tavern (White Pass Hotels Limited)
Certification application:
Hotel, Motel and Restaurant Employees: 411; withdrawn, 481.

Eiswerth, Kenneth (*et al.*)
Certification application:
Teamsters: application for revocation granted, 37.

Eldorado Mining and Refining Limited
Certification application:
Steelworkers: 224; granted, 410.

Eldorado Nuclear Limited
Dispute:
Steelworkers: Beaverlodge Operation: CO appointed, 711.

Electrical Workers, International Brotherhood of
Certification applications:
Black Knight Television Company Limited: 649.
Greater Winnipeg Cablevision: 649; withdrawn, 649.
Mainland Cable Services Limited: 649.
Northwest Community Video: 649.
Fred Welsh Antenna Systems Limited: 649.
Disputes:
CJCH Limited: CO appointed, 343; settlement, 483.
Eastern Telephone and Telegraph Company: CO appointed, 650.
Federal Electric Corporation, Paramus, N.J.: arbitration board in contract dispute, 711.

Elsie Towing Service Limited
Certification application:
Railway, Transport and General Workers: 102-3; granted, 155.

E.M.I.—Cossor Electronics Limited
Dispute:
Broadcast Employees: CB report, 39; strike action, 39; settlement, 104.

Empire Freightways Limited
Certification application:
Teamsters: 38; representation vote, 155; granted, 224.
Dispute:
Teamsters: CO appointed, 596; CB appointed, 711.
Intervener, certification application:
Railway, Transport and General Workers: representation vote, 155.

Federal Delivery Inc.
Certification application:
Teamsters: granted, 37.

Federal Electric Corporation
Dispute:
Electrical Workers: Paramus, N.J.: arbitration board in contract dispute, 711.

Federal Grain Limited
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

Federation of Telephone Workers of British Columbia
Certification application:
Canadian Telephone and Supplies Limited: withdrawn, 103.

J. M. Ferland Transport Ltée
Certification application:
Teamsters: withdrawn, 38.

Fleury, John (*et al.*)
Intervener, certification application:
Teamsters: granted, 543.

J. E. Fortin Transport Inc.
Certification application:
Teamsters: rejected, 37.
Intervener, certification application:
Fortin, Robert, *et al.*: rejected, 37.

FORTIN, ROBERT. (*et al.*)
Intervener, certification application:
J. E. Fortin Transport Inc.: rejected, 37.

FOUNDATION MARITIME LIMITED
Certification application:
Railway, Transport and General Workers: request for review denied, 481.
Dispute:
Railway, Transport and General Workers: CO appointed, 225; CB appointed, 344; CB fully constituted, 344; settlement, 413.

FOWNES CONSTRUCTION CO. LTD.
Certification application:
Operating Engineers: 38; granted, 102.

GENERAL ENTERPRISES LIMITED
Certification applications:
Operative Plasterers and Cement Masons: 649.
Teamsters: 481; granted, 543.

GIANT YELLOWKNIFE MINES LTD.
Certification application:
Steelworkers: 224; granted, 276.
Dispute:
Steelworkers: CO appointed, 711.
Intervener, certification application:
Labourers' International Union: granted, 276.

GILL INTERPROVINCIAL LINES LIMITED
Dispute:
Teamsters: CO appointed, 157; settlement, 278.

GORDIE'S TRUCKING LTD.
Certification applications:
Operating Engineers: 224; withdrawn, 276.
Teamsters: 276; 342; granted, 480.

GREATER WINNIPEG CABLEVISION
Certification application:
Electrical Workers: 649; withdrawn, 649.

GRENIER, H. O.
Certification application:
Teamsters: granted, 37.

GRIMSHAW TRUCKING AND DISTRIBUTING LTD.
Certification application:
Professional Transport Workers' Union of Canada: application for revocation, 155; representation vote, 342; application for revocation granted, 410.

HALL'S MOTOR TRANSIT CO.
Certification application:
Teamsters: 411; granted, 595.

HAMILTON HARBOUR COMMISSIONERS
Disputes:
Canadian Union of Public Employees: Manual Maintenance Agreement: CO appointed, 412; settlement, 482.
Canadian Union of Public Employees (Police Unit): CO appointed, 412; settlement, 482.

HASTE MINE DEVELOPMENT LIMITED
Certification application:
Labourers: 38; granted, 155.

HOTEL, MOTEL AND RESTAURANT EMPLOYEES' AND BARTENDERS' INTERNATIONAL UNION
Certification applications:
Cordner, Hubert and Bond Limited: granted, 102.
Edgewater Hotel Tavern (White Pass Hotels Limited, Whitehorse, Y.T.): 411; withdrawn, 481.
Regina Hotel (Whitehorse, Y.T.): 411; withdrawn, 543.
Y. and T. Industrial Restaurants Ltd. (Arctic Mines, Whitehorse, Y. T.): 411; granted, 595.
Y. and T. Industrial Restaurants Ltd. (Mount Nansen Mines, Whitehorse, Y.T.): 411; withdrawn, 543.
Dispute:
Canadian Pacific Air Lines Limited: CO appointed, 39; settlement, 104.
Intervener, certification applications:
United Keno Hill Mines Limited: granted, 410.
Western Catering Limited: granted, 410.

HUDSON BAY MINING AND SMELTING CO. LIMITED
Disputes:
Association of Flin Flon Trade Unions: CB appointed, 39; CB fully constituted, 104; CB report, 226; settled, 278.
Steelworkers: settlement, 39.

HULL CITY TRANSPORT LIMITED
Dispute:
Amalgamated Transit Union: CO appointed, 225; CB appointed, 225; CB fully constituted, 278; CB report, 413; strike action, 413.

HULL METROPOLITAN TRANSPORT LIMITED
Dispute:
Amalgamated Transit Union: CO appointed, 225; CB appointed, 225; CB fully constituted, 278; CB report, 413; strike action, 413.

HURLEY TRANSPORT COMPANY LIMITED
Dispute:
Teamsters: CO appointed, 225; settlement, 483.

IMPERIAL ROADWAYS LIMITED
Certification application:
Association of Employees of Imperial Roadways Limited: 649; granted, 710.

INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA
Certification application:
J. P. Porter Company Limited: 342; granted, 480.

INSPIRATION LIMITED
Certification application:
Steelworkers: 224; granted, 276.
Dispute:
Steelworkers: CO appointed, 412; settlement, 544.

Island Shipping Limited
Certification application:
Canadian Merchant Service Guild, Inc. (Upper Lakes Shipping Limited and Trans-Lake Shipping Limited): 543; representation vote, 596; rejected, 710.

Intervener, certification application:
Marine Engineers: representation vote, 596.

Johnstone Shipping Limited
Certification applications:
Canadian Maritime Union: 481; granted, 649.
Canadian Merchant Service Guild, Inc.: 649; granted, 710.

Kingcome Navigation Company Limited
Certification application:
Seafarers: unlicensed personnel on *Haida Transporter*: 710.

Kingsville Cartage Company Limited
Certification application:
Teamsters: 276; granted, 480.
Dispute:
Teamsters: CO appointed, 544; settlement, 650.

Kingsway Freightlines Limited
Dispute:
Teamsters: CO appointed, 482; settlement, 711.

Knox, Irvin (*et al.*)
Certification application:
Professional Transport Workers' Union of Canada: application for revocation, 103; representation vote, 342; application for revocation granted, 410.

Kraus Transport Limited
Certification application:
Teamsters: representation vote, 37; rejected, 102.
Intervener, certification application:
Ronald H. Brown (*et al.*): representation vote, 37; rejected, 102.

Labourers' International Union of North America
Certification applications:
Haste Mine Development Limited: 38; granted, 155.
Poole Construction Company Limited (Yukon Territory): 342; granted, 480.
Intervener, certification application:
Giant Yellowknife Mines Limited: granted, 276.

Lakehead Freightways Limited
Certification application:
Teamsters: 224; granted, 410.

Lakehead Terminal Elevators' Association
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

Locomotive Engineers, Brotherhood of
Certification application:
Canadian National Railways: rejected, (reasons for judgment), 37.

Intervener, certification application:
The Chesapeake and Ohio Railway Company: rejected, 155.

Locomotive Firemen and Enginemen, Brotherhood of
Certification application:
The Chesapeake and Ohio Railway Company: rejected, 155; 543.
Disputes:
Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions, and Newfoundland): CB appointed, 104; CB fully constituted, 157; CB report, 545; settlement 597.
Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions): CB appointed, 225; CB fully constituted, 278; CB report, 545; settlement, 597.
Intervener, certification application:
Canadian National Railways: rejected, 37.

Loiselle Transport Limited
Dispute:
Teamsters: CO appointed, 277; settlement, 343.

Longshoremen's Association, International
Certification applications:
Clarke Steamship Company Limited: granted, 37.
Newfoundland Employers' Association Limited: 596.
Somavrac Inc.: withdrawn, 38.
Three Rivers Elevators Ltd.: granted, 37.
Disputes:
Shipping Federation of Canada, Inc.:
Local 269, Halifax and Local 273, Saint John: CO appointed, 482; CB appointed, 597; CB fully constituted, 650; settlement, 711.
Locals 375 and 1657, Montreal: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Local 1552: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Local 1605, Quebec City: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Locals 1657 and 375, Montreal: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Local 1739, Quebec City: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Local 1842, Toronto: CO appointed, 482; settlement, 483.
Local 1846, Trois Rivières: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.

M and B Enterprises Ltd.
Certification application:
Teamsters: 649.

M.I.L. Tug and Salvage Limited
Certification application:
Railway, Transport and General Workers (licensed personnel): 543; granted, 595; (shore employees): 543; granted, 595; (unlicensed personnel): 543; granted, 595.

McAllister Pyke Salvage Limited
Dispute:
Seafarers: settlement, 650.

McAllister Towing Ltd.
Disputes:
Canadian Marine Officers' Union: CO appointed, 104; CB appointed, 157; CB fully constituted, 225; settlement, 545.
Seafarers: settlement, 544.

McCabe Grain Company Limited
Disputes:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
Teamsters: strike action, 104; strike terminated, 157.

Machinists and aerospace workers, international Association of
Certification applications:
Bristol Aerospace Limited: rejected, 37.
British Overseas Airways Corporation (Dorval and Montreal): 481; granted, 595.
Canadian Pacific Air Lines: 481; granted, 595.
Quebec North Shore and Labrador Railway Company: 411; granted, 595.
Disputes:
Aeronaves de Mexico, S.A.: settlement, 104.
Bristol Aviation Services: CB report, 39; settlement, 39.
Canadian Pacific Air Lines Limited: CO appointed, 156; settlement, 544.
Consolidated Aviation and Fueling: settlement after strike action, 39.
Eastern Provincial Airways (1963) Ltd.: settlement after Board procedure, 104; CO appointed, 482; settlement, 544.
Nordair Limited: CO appointed, 412; CB appointed, 545; CB fully constituted, 597; CB report, 711; settlement, 711.
Northern Wings Limited: CO appointed, 225.
Quebecair: CO appointed, 482; CB appointed, 545; CB fully constituted, 650; CB report, 711; strike action, 711.
TransAir Limited: CO appointed, 544; CB appointed, 597; CB fully constituted, 651.
Intervener, certification applications:
Claude H. Pothier (*et al.*): granted, 595.
Quebec North Shore and Labrador Railway Company: representation vote, 410; rejected, 480-81.

McKee Moving and Storage Co. Limited
Certification application:
Teamsters: 38; granted, 102.

McNeil Transport Limited
Teamsters:
CO appointed, 225; settlement, 483.

Mainland Cable Services:
Certification application:
Electrical Workers: 649.

Maintenance of Way Employees, Brotherhood of
Intervener, certification application:
Quebec North Shore and Labrador Railway Company: representation vote, 410; rejected, 480-81.

Maislin Bros. Transport Ltd.
Certification application:
Teamsters: 481; granted, 595.

Manitoba Pool Elevators
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

Maple leaf Mills Limited
Dispute:
Packinghouse Workers: CO appointed, 711.

Marine Engineers of Canada, National Association of
Intervener, certification application:
Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited, Island Shipping Limited: representation vote, 596.

Marine Industries Limited
Certification application:
Canadian Marine Officers' Union: 411; granted, 595.

Merchants Speedy Delivery Limited
Certification application:
Teamsters: 481; representation vote, 595; rejected, 710.

Midland Superior Express Limited
Certification application:
Teamsters: granted, 37.
Disputes:
Teamsters: Local 31: settlement, 278.
Teamsters: Locals 362 and 979: settlement, 483.
Teamsters: Local 938: CO appointed, 157; settlement, 225.

Millar and Brown Limited
Disputes:
Office and Technical Employees: CO appointed, 482; settlement, 597.
Teamsters: CO appointed, 277; settlement, 412.

Mine, Mill and Smelter Workers (Canada) International Union of
Certification application:
Mount Nansen Mines Limited (employees at Carmacks, Y.T.): withdrawn, 103.

Mine Workers of America, International Union Of
Certification application:
Central Mortgage and Housing Corporation (Habitation Orléans and Bellerive Apartments): 543; granted, 710.

Disputes:
Central Mortgage and Housing Corporation:
Benny Farm Housing Project, Montreal: CO appointed, 277; settlement, 343.
Clarke Traffic Services: Local 14273: CO appointed, 544; settlement, 596.
Clarke Traffic Services: Local 14374: CO appointed, 544; settlement, 596.
Place Benoît, Montreal: CO appointed, 277; settlement, 343.
Villeray Terrace, Montreal: CO appointed, 278; settlement, 343.
Tank Truck Transport Limited: CO appointed, 157; settlement, 343.
Intervener, certification applications:
Clarke Traffic Services Ltd.: representation vote, 410; rejected, 481.
Tank Truck Transport Limited: representation vote, 649.

Les Minoteries Phenix Limitée
Certification application:
Syndicat National des Employés des Minoteries Phenix (CNS): 411; granted, 480.
Dispute:
Le Syndicat National des Employés des Minoteries Phenix (CSN): CO appointed, 482; settlement, 711.

Monarch Transport Limited
Dispute:
Teamsters: CO appointed, 39; CB not appointed, 226; settlement, 343.

Montreal City and District Savings Bank
Dispute:
The Syndicate of Employees of the Montreal City and District Savings Bank: CO appointed, 104; settlement, 278.

Mount Nansen Mines Limited
Certification application:
Mine, Mill and Smelter Workers: employees at Carmacks, Y.T.: withdrawn, 103.
Steelworkers: employees at Carmacks, Y.T.: 102; granted, 155.
Dispute:
Steelworkers: CO appointed, 412; settlement, 596.

A. A. Murphy and Sons Limited
Certification application:
AM/TV Employees' Association: granted, 102.

National Grain Company Limited
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

National Harbours Board
Certification applications:
Public Service Alliance of Canada: Port of Quebec, 411; granted, 543.
Syndicat des Employés de Bureau du Port of Montréal (CSN): National Harbours Board, Ottawa, office and staff employees in the Port of Montreal: request for review denied, 102.
Disputes:
National Harbours Board Police Brotherhood: Port of Montreal: settlement, 39.
National Syndicate of Employees of the Port of Montreal (CNTU): Port of Montreal: CO appointed, 225; CB appointed, 344; CB fully constituted, 412.
National Syndicate of Montreal Harbour Office Employees: Montreal Harbour: CO appointed, 104; CB appointed, 157; 225; CB fully constituted, 278; CB report, 651; settlement, 651.
Public Service Alliance of Canada:
Churchill, Man.: CB not appointed, 278; settlement, 597.
Prescott: CO appointed, 650; settlement, 711.
Halifax: National Harbours Board Police Association: CO appointed, 544; settlement, 544.
Port of Quebec: National Harbours Board Police: CO appointed, 596; settlement, 650.
Saint John: National Harbours Board Police Association: CO appointed, 544; settlement, 544.
Steelworkers: Port Colborne: CO appointed, 343; settlement, 596.

National Harbours Board Police Association
Disputes:
National Harbours Board (Halifax): Public Service Alliance of Canada: CO appointed, 544; settlement, 544.
National Harbours Board (Port of Quebec): Public Service Alliance of Canada: CO appointed, 596; settlement, 650.
National Harbours Board (Saint John): Public Service Alliance of Canada: CO appointed, 544; settlement, 544.

National Harbours Board Police Brotherhood
Dispute:
National Harbours Board (Port of Montreal): settlement, 39.

National Syndicate of Employees of Cargill Grain Company Limited
Dispute:
Cargill Grain Company Limited: strike action, 39; settlement, 104.

National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU)
Dispute:
Ogilvie Flour Mills Co. Limited: CO appointed, 412; settlement, 545.

National Syndicate of Employees of the Port of Montreal (CNTU)
Dispute:
National Harbours Board (Port of Montreal): CO appointed, 225; CB appointed, 344; CB fully constituted, 412.

National Syndicate of Montreal Harbour Office Employees
Dispute:
National Harbours Board (Montreal Harbour): CO appointed, 104; CB appointed, 157; 225; CB fully constituted, 278; CB report, 651; settlement, 651.

National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Îles (CNTU)
Intervener, certification application:
Quebec North Shore and Labrador Railway Company: representation vote, 410; rejected, 480, 481.

New Brunswick Broadcasting Company Limited
Certification application:
Broadcast Employees: 410; granted, 410.

New Imperial Mines Ltd.
Certification application:
Steelworkers: 276; granted, 480.

Newfoundland Employers' Association Limited
Certification application:
Longshoremen: 596.

Nordair Limited
Disputes:
Air Line Dispatchers' Association: CO appointed, 39; settlement, 104.
Machinists: CO appointed, 412; CB appointed, 545; CB fully constituted, 597; CB report, 711; settlement, 711.

North Fraser Harbour Commissioners
Certification application:
Canadian Merchant Service Guild, Inc.: 481; granted, 595.

Northern Industrial Carriers Limited
Dispute:
Teamsters: CO appointed, 544; lapsed, 650.

Northern Mining Contractors
Certification application:
Carpenters and Joiners: 411; granted, 543.

Northern Telephone Limited
Dispute:
Communications Workers: CO appointed, 157; CB appointed, 225; CB fully constituted, 278; CB report, 483; strike action, 545; strike terminated, 651.

Northern wings limited
Dispute:
Machinists: CO appointed, 225.

Northland Navigation Co. Ltd.
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 39; settlement, 343.
Seafarers: CO appointed, 343; CB appointed, 545; settlement, 650; CB cancelled, 651.

Northland Shipping (1962) Co. Ltd.
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 39; settlement, 343.

Northwest Airlines Inc.
Certification application:
Railway, Airline and Steamship Clerks: 410: withdrawn, 411; new application, 411; granted, 480.

Northwest Community Video
Certification application:
Electrical Workers: 649.

Office and Professional Employees' International Union
Certification application:
Canadian Freightways Limited: 649.

Office and Technical Employees' Union
Certification application:
Canadian Freightways Limited: 543; withdrawn, 649.
Dispute:
Millar and Brown Limited: CO appointed, 482; settlement, 597.

Ogilvie Flour Mills Company Limited
Certification application:
Grain Millers: 103; granted, 224.
Disputes:
National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU): CO appointed, 412; settlement, 545.
Packinghouse Workers: CO appointed, 650.

Oil, Chemical and Atomic Workers' International Union
Dispute:
Polymer Corporation Limited: CO appointed, 482; CB appointed, 545; CB fully constituted, 597; CB report, 651; settlement, 651.

Omstead Refrigerated Transportation Limited
Dispute:
Teamsters: CO appointed, 596; settlement, 650.

Operating Engineers, Canadian Union of
Disputes:
Canadian Arsenals Limited: settlement, 39; CO appointed, 711.

Operating Engineers, International Union of
Certification applications:
Alpine Clearing Contractors Ltd. (Whitehorse, Y.T.): 342; withdrawn, 411; new application, 411; granted, 480.
Anvil Mining Corporation Ltd.: granted, 480.
Bakgaard Construction (Yukon Territory): 342; withdrawn, 481.
Canada Bridge Ltd.: 411; granted, 543.
Consolidated Denison Mines (Denison Mines Limited): application for revocation, 481; withdrawn, 544.
Denison Mines Limited: application for revocation, 481.
Fownes Construction Co. Ltd.: 38; granted, 102.
Gordie's Trucking Ltd.: 224; withdrawn, 276.
Poole Construction Company Limited (heavy equipment operators, mechanics and other employees, Yukon Territory): 342; granted, 480.
The Royal Bank of Canada (main office, Ottawa): 543; granted, 595.

Western-Freeway Venture: withdrawn, 596.
Yukon Enterprises Ltd.: 481; withdrawn, 543.

Operative Plasterers' and Cement Masons' International Association
Certification application:
General Enterprises Limited: 649.

Ottawa Transportation Commission
Dispute:
Amalgamated Transit Union: CO appointed, 156; settlement, 225.

Outfitters Incorporated Limited
Certification application:
Asbestos Workers: withdrawn, 38; 155; granted, 276.
Dispute:
Asbestos Workers (CLC): CO appointed, 544; settlement, 597.

Pacific Elevators Limited
Dispute:
Brewery Workers: CO appointed, 277; settlement, 483.

Pacific Western Airlines Limited
Dispute:
Air Line Flight Attendants: CO appointed, 277; settlement, 412.

Packinghouse, Food and Allied Workers, United
Certification applications:
Red Deer Seed Co. Ltd.: 649; withdrawn, 710.
Robin Hood Flour Mills Limited: office workers: CO appointed, 277.
Robin Hood Flour Mills, Ltd.: plant employees: CB appointed, 104; CB fully constituted, 157; CB report, 413; strike action, 413.
Disputes:
Maple Leaf Mills Limited: CO appointed, 711.
Ogilvie Flour Mills Company Limited: CO appointed, 650.

Ralph M. Parsons Construction Company of Canada
Certification application:
Carpenters and Joiners: 596; granted, 710.

N. M. Paterson and Sons, Limited
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

Pettapiece Cartage Limited
Certification application:
Teamsters: 38; withdrawn, 103.

Pine Point Hotel
Certification application:
Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees' Union: rejected, 155.

Polymer Corporation Limited
Dispute:
Oil, Chemical and Atomic Workers: CO appointed, 482; CB appointed, 545; CB fully constituted, 597; CB report, 651; settlement, 651.

Poole Construction Company Limited
Certification applications:
Labourers: Yukon Territory: 342; granted, 480.
Operating Engineers: heavy equipment operators, mechanics and other employees, Yukon Territory: 342; granted, 480.
Teamsters: 411; granted, 480.

J. P. Porter Company Limited
Certification application:
Marine and Shipbuilding Workers: 342; granted, 480.

Pothier, Claude H. (*et al.*)
Intervener, certification application:
Machinists: granted, 595.

Professional Transport Workers' Union of Canada
Certification applications:
D. N. Cooper, *et al.*, application for revocation, 155; representation vote, 342; application for revocation granted, 410.
Grimshaw Trucking and Distributing Ltd.: application for revocation, 155; representation vote, 342; application for revocation granted, 410.
Irvin Knox, *et al.*: application for revocation, 103; representation vote, 342; application for revocation granted, 410.
Veteran Transfer Ltd.: application for revocation, 103; representation vote, 342.

Public Markets Limited
Certification application:
Railway, Airline and Steamship Clerks: 276; withdrawn, 543.

Public Service Alliance of Canada
Certification application:
National Harbours Board (Port of Quebec): 411; granted, 543.
Disputes:
Central Mortgage and Housing Corporation (head office stationary engineers): CO appointed, 482; settlement, 544.
National Harbours Board: National Harbours Board Police, Port of Quebec: CO appointed, 596; settlement, 650.
National Harbours Board (Churchill, Man.): CB not appointed, 278; settlement, 597.
National Harbours Board (Halifax): National Harbours Board Police Association: CO appointed, 544; settlement, 544.
National Harbours Board (Prescott): CO appointed, 650; settlement, 711.
National Harbours Board (Saint John): National Harbours Board Police Association: CO appointed, 544; settlement, 544.

)UEBEC CARTIER MINING COMPANY
Dispute:
Seafarers: settlement, 343.

)UEBEC NORTH SHORE AND LABRADOR RAILWAY COMPANY
Certification applications:
Machinists: 411; granted, 595.
National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Îles (CNTU): representation vote, 410; rejected, 480, 481.
Steelworkers: 224; representation vote, 410.
Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Îles (CSN): maintenance of way: 224, representation vote, 410.
Le Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Îles (CSN): telecommunications and signals: 276; representation vote, 410.
Intervener, certification applications:
Machinists' representation vote, 410; rejected, 480-81.
Maintenance of Way Employees: representation vote, 410; rejected, 480-81.
National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Îles (CNTU): representation vote, 410, 481.
Railroad Signalmen: representation vote, 410; rejected, 481.
Steelworkers: representation vote, 410; rejected, 480-81.

)UEBEC PAPER SALES AND TRANSPORTATION CO. LIMITED
Dispute:
Seafarers: CO appointed, 544; settlement, 650.

)UEBECAIR
Dispute:
Machinists: CO appointed, 482; CB appointed, 545; CB fully constituted, 650; CB report, 711; strike action, 711.

)UIRION TRANSPORT INC.
Certification application:
Teamsters: 102.

ADIO AND TELEVISION EMPLOYEES OF CANADA, ASSOCIATION OF
Dispute:
Canadian Broadcasting Corporation: CO appointed, 596.
Intervener, certification applications:
Canadian Broadcasting Corporation (production employees and technicians): rejected, 276.
Canadian Broadcasting Corporation: Montreal and Quebec City: representation vote, 595; granted, 710.

ADIO IBERVILLE LTÉE
Dispute:
Syndicat Général de la Radio, CSN (CHRS): dispute lapsed, 39.

AFTERY, C. R. (*et al.*)
Certification application:
Operating Engineers: application for revocation, 481; withdrawn, 544.

RAILROAD SIGNALMEN, BROTHERHOOD OF
Intervener, certification application:
Quebec North Shore and Labrador Railway Company: representation vote, 410; rejected, 481.

RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES
Certification applications:
Northwest Airlines Inc.: 410; withdrawn, 411; new application, 411; granted, 480.
Public Markets Limited: 276; withdrawn, 543.
Disputes:
Federal Grain Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
Lakehead Terminal Elevators' Association: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
McCabe Grain Company Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
Manitoba Pool Elevators: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
National Grain Company Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
N.M. Paterson and Sons, Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action 597; strike terminated, 711.
Richardson Terminals Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
Saskatchewan Wheat Pool: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
United Grain Growers Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.
Westland Elevators Limited: Lodge 650: CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

RAILWAY, TRANSPORT AND GENERAL WORKERS, CANADIAN BROTHERHOOD OF
Certification applications:
Canadian National Railways (system-wide unit): request for review under Section 61 (2): 544; representation vote, 649; request for review denied, 710.
Conrad Brothers Limited: 543; granted, 710.
Elsie Towing Service Limited: 102-3; granted, 155.
Foundation Maritime Limited: request for review denied, 481.
M.I.L. Tug and Salvage Limited (licensed personnel): 543; granted, 595.
M.I.L. Tug and Salvage Limited (unlicensed personnel): 543; granted, 595.

M.I.L. Tug and Salvage Limited (shore employees): 543; granted, 595.
Trailways of Canada Limited: 342; withdrawn, 342.
Disputes:
B.C. Airlines Limited: CO appointed, 412; settlement, 544.
B.C. Airlines Limited: CO appointed, 596; settlement, 650.
British Yukon Navigation Company: settlement, 343.
Canadian National Hotels Limited (Bessborough Hotel, Saskatoon): CB fully constituted, 39; CB report, 157; settlement, 226.
Canadian National Hotels (Chateau Laurier, Ottawa): CO appointed, 343; CB appointed, 412; CB fully constituted, 483; settlement, 651.
Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg): CB report, 226; settlement after Board procedure, 278.
Foundation Maritime Limited: CO appointed, 225; CB appointed, 344; CB fully constituted, 344; settlement, 413.
St. Lawrence Seaway Authority (construction branch): CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report, 483; strike action, 545.
St. Lawrence Seaway Authority (Cornwall headquarters bargaining unit): CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report, 483; strike action, 545.
St. Lawrence Seaway Authority (operational and maintenance group): CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report, 483; strike action, 545; strike terminated, 597.
Intervener, certification applications:
Airwest Airlines Ltd.: withdrawn, 155.
Empire Freightways Limited: representation vote, 155.

RCA Victor Company Ltd.
Certification application:
RCA Victor Employees' Association: 411.

RCA Victor Employees' Association
Certification application:
RCA Victor Company Ltd.: 411.

Red Deer Seed Co. Ltd.
Certification applications:
Meat Cutters: 710.
Packinghouse Workers: 649; withdrawn, 710.

Regina Hotel
Certification application:
Hotel, Motel and Restaurant Employees, 411; withdrawn, 543.

Reimer Express Lines (Western) Ltd.
Certification application:
Reimer Express Lines (Western) Ltd. Employees' Association: 411; granted, 595.

Reimer Express Lines (Western) Ltd. Employees' Association
Certification application:
Reimer Express Lines (Western) Ltd.: 411; granted, 595.

Reliable Transport Ltd.
Certification application:
Teamsters: 481; granted, 595.

Restigouche Log Driving and Boom Company
Certification application:
Carpenters and joiners: granted, 37.

Retail Clerks' International Association
Certification application:
Canadian Freightways Limited: 481; withdrawn, 543.

Richardson Terminals Limited
Dispute:
Railway and Steamship Clerks (Lodge 650): CO appointed 225; CB appointed, 412; CB fully constituted, 483 CB report, 545; strike action, 597; strike terminated 711.

Rio Algom Mines Limited
Dispute:
Steelworkers: Nordic Mine and Quirke Mine: CO appointed, 412; CB appointed, 483; CB fully constituted, 545; CB report, 651; strike action, 651; strike terminated, 711.

Robin Hood Flour Mills Limited
Disputes:
Packinghouse Workers: office employees: CO appointed 277.
Packinghouse Workers: plant employees: CB appointed 104; CB fully constituted, 157; CB report, 413; strike action, 413.
Le Syndicat National des Employés de Robin Hood Flour Mills Limited (*CSN*): CO appointed, 412; settlement 544.

Royal Bank of Canada
Certification application:
Operating Engineers: Main Office, Ottawa: 543; granted 595.

St. Charles Transportation Company Limited
Dispute:
Canadian Marine Officers' Union: CO appointed, 104 settlement, 225.

St-Eustache Transport Inc.
Certification application:
Teamsters: 481; granted, 595.

St. Lawrence Seaway Authority
Disputes:
Railway, Transport and General Workers: operational and maintenance group: CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report 483; striken action, 545.
Railway, Transport and General Workers: construction branch: CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report, 483; strike action, 545
Railway, Transport and General Workers: Cornwall headquarters bargaining unit: CO appointed, 277; CB appointed, 278; CB fully constituted, 344; CB report 483; strike action, 545; strike terminated, 597.

ALARIED EMPLOYEES' ASSOCIATION (MARCONI)
Dispute:
Canadian Marconi Company (Special Services Division, Field Service Group): CO appointed, 596; settlement, 711.

ASKATCHEWAN WHEAT POOL
Disputes:
Brewery Workers: CO appointed, 277; settlement, 483.
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

). S. SCOTT TRANSPORT LIMITED
Dispute:
Teamsters: CO appointed, 157; settlement, 278.

EAFARERS' INTERNATIONAL UNION OF CANADA
Certification applications:
Chemainus Towing Co. Ltd.: 710.
Clarke Traffic Services Ltd.: 276; representation vote, 410; rejected, 481.
Kingcome Navigation Company Limited (unlicensed personnel on *Haida Transporter*): 710.
Disputes:
Cadwell Marine Limited: settlement, 225.
Davie Transportation Limited: CO appointed, 544; settlement, 650.
McAllister-Pyke Salvage Limited: settlement, 650.
McAllister Towing Ltd.: settlement, 544.
Northland Navigation Co. Ltd.: CO appointed, 343; CB appointed, 545; settlement, 650; CB cancelled, 651.
Quebec Cartier Mining Company: settlement, 343.
Quebec Paper Sales and Transportation Co. Limited: CO appointed, 544; settlement, 650.

ECURITY STORAGE
Certification application:
Teamsters: (Division of Motorways Van Lines Ltd., North Vancouver branch): granted, 37.

HIPPING FEDERATION OF CANADA, INC.
Disputes:
Longshoremen: Local 269, Halifax and Local 273, Saint John: CO appointed, 482; CB appointed, 597; CB fully constituted, 650; settlement, 711.
Longshoremen: Locals 375 and 1552, Montreal: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Longshoremen: Local 1605, Quebec City: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Longshoremen: Local 1657, Montreal: CO appointed, 225; CB appointed, 278: CB fully constituted, 344.
Longshoremen: Local 1739, Quebec City: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.
Longshoremen: Local 1842, Toronto: CO appointed, 482; settlement, 483.
Longshoremen: Local 1846, Trois Rivières: CO appointed, 225; CB appointed, 278; CB fully constituted, 344.

SICOTTE TRANSPORTS LTD.
Certification application:
Teamsters: rejected, 102.

SMITH, MAXINE (*et al.*)
Intervener, certification application:
Teamsters: granted, 543.

SMITH TRANSPORT (U.S.) LTD.
Certification application:
Teamsters: 38.

JOHN A. SNOW
Certification application:
Teamsters: 102; granted, 224.
Dispute:
Teamsters: CO appointed, 482; settlement, 596.

SOMAVRAC INC.
Certification application:
Longshoremen: withdrawn, 38.

STEELWORKERS OF AMERICA, UNITED
Certification applications:
Anvil Mining Corporation Limited: 276; granted, 480; request for review under Section 61 (2), 544.
Arctic Mining and Exploration Limited (NPL): granted, 37.
Canada Tungsten Mining Corporation Ltd.: 276; granted, 410.
Cassiar Asbestos Corporation: 102; 224; withdrawn, 224; 342.
Cominco Ltd.: Pine Point, NWT: 224; granted, 276.
Cominco Ltd.: Yellowknife, NWT: 224; granted, 276.
Louis Dreyfus (Canada) Limited: 481; withdrawn, 649; 710.
Eldorado Mining and Refining Limited: 224; granted, 410.
Giant Yellowknife Mines Ltd.: 224; granted, 276.
Inspiration Limited: Mining Services Division: 224; granted, 276.
Cameron McMynn Ltd.: 543; withdrawn, 543.
Mount Nansen Mines Limited (employees at Carmacks, Y.T.): 102; granted, 155.
New Imperial Mines Ltd.: 276; granted, 480.
Quebec North Shore and Labrador Railway: 224; representation vote, 410; rejected, 595.
United Keno Hill Mines Limited, Elsa, Y.T.: 276; granted, 480.
United Keno Hill Mines Limited (Weston Catering Limited), Elsa, Y.T.: 276; granted, 410.
Weston Catering Limited (United Keno Hill Mines Limited, Y.T.): 276; granted, 410.
Disputes:
Anvil Mining Corporation: CO appointed, 39; settlement, 157.
Arctic Gold and Silver Mines Limited (NPL): CO appointed, 412; settlement, 596.
Canadian Arsenals Limited (Small Arms Division): CO appointed, 156; settlement, 225.

Cassiar Asbestos Corporation: CO appointed, 157; settlement, 278.
Cominco Ltd. (Con and Rycon Operations): CO appointed, 650.
Cominco Ltd. (Pine Point Operations): CO appointed, 650.
Eldorado Nuclear Limited (Beaverlodge Operation): CO appointed, 711.
Giant Yellowknife Mines Limited: CO appointed, 711.
Hudson Bay Mining and Smelting Co. Limited: settlement, 39.
Inspiration Limited: CO appointed, 412; settlement, 544.
Mount Nansen Mines Limited: CO appointed, 412; settlement, 596.
National Harbours Board (Port Colborne): CO appointed, 343; settlement, 596.
Rio Algom Mines Limited (Nordic Mine and Quirke Mine): CO appointed, 412; CB appointed, 483; CB fully constituted, 545; CB report, 651; strike action, 651; strike terminated, 711.
United Keno Hill Mines Limited: CO appointed, 544; settlement, 650.
Intervener, certification application:
Quebec North Shore and Labrador Railway Company: representation vote, 410; rejected, 480-81.

Syndicat Canadien de la Fonction Publique
Certification application:
Transol Inc.: 649.

Syndicat des Employés de Bureau de Port de Montréal (CSN)
Certification application:
National Harbours Board, Ottawa (office and staff employees in Port of Montreal): request for review denied, 102.

Syndicat Général de la Radio, CSN (CHRS)
Dispute:
Radio Iberville Ltée: dispute lapsed, 39.

Syndicat Général du Cinéma et de la Télévision (CSN)
Certification application:
Canadian Broadcasting Corporation (Montreal and Quebec City): 342; representation vote, 595; granted, 710.
Dispute:
Canadian Broadcasting Corporation: settlement, 39.
Intervener, certification applications:
Canadian Broadcasting Corporation (production employees and technicians): rejected, 276.
Canadian Broadcasting Corporation (production employees): granted, 276.

Syndicat National des Employés de C.K.C.H. (CSN)
Certification application:
La Compagnie de Radio-diffusion C.K.C.H. de Hull (Limitée): 155; granted, 276.

Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN)
Dispute:
Robin Hood Flour Mills Limited: CO appointed, 412; settlement, 544.

Syndicat National des Employés de S.C.H.L. (CSN)
Disputes:
Central Mortgage and Housing Corporation:
Cloverdale Park Apartments, Pierrefonds, Que.: CO appointed, 156; settlement, 596.
Le Domaine Estria Pavillon Mercier, Montreal: CO appointed, 156; settlement, 597.
Park-Royal Apartments, Ville St-Laurent, Que.: CO appointed, 156; settlement, 596.
Pie IX Apartments, Ville St-Michel, Que.: CO appointed, 156; settlement, 596.
St-Georges Gardens Apartments, Pointe-Aux-Trembles, Que.: CO appointed, 156; settlement, 596.
Terrasse Belleville, St-Vincent-de-Paul: CO appointed, 156; settlement, 597.
Terrasse St-Michel, Ville St-Michel, Que.: CO appointed, 156; settlement, 596.

Syndicat National des Employés des Minoteries Phenix (CSN)
Certification application:
Les Minoteries Phenix Limitée: 411; granted, 480.
Disputes:
Eastern Canada Flour Mills Ltd.: settlement, 39.
Les Minoteries Phenix Limitée: CO appointed, 482; settlement, 711.

Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Îles (CSN)
Certification application:
Quebec North Shore and Labrador Railway Company: maintenance of way employees: 224; representation vote, 410.
Quebec North Shore and Labrador Railway Company: telecommunications and signals department: 276; representation vote, 410.

Syndicate of Employees of the Montreal City and District Savings Bank
Dispute:
Montreal City and District Savings Bank: CO appointed, 104; settlement, 278.

Tank Truck Transport Limited
Certification application:
Teamsters: Locals 91, 938, 880, 106: 543; representation vote, 649.
Dispute:
Mine Workers: CO appointed, 157; settlement, 343.
Intervener, certification application:
Mine Workers: representation vote, 649.

Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Brotherhood of
Certification applications:
A. & H. Express Lines (Canada) Limited: withdrawn, 38.
B.D.C. Ltd. (Bankers Dispatch Corp.): 710.
Bolduc Explosives Ltd.: 342; granted, 480.

Buffalo and Fort Erie Public Bridge Authority, Buffalo, N.Y. (Canadian employees): 38; granted, reasons for judgment, 155.

Camirand Cartage Limited: 155; granted, 342.

Canadian Propane Consolidated Ltd.: 276; granted, 480.

City of Whitehorse employees: 411; granted, 543.

Continental Trucking Ltd.: application for revocation granted, 37.

Curry Moving and Warehousing Ltd.: 410; granted, 543.

Eamer Daye Transport Ltd.: 38; granted, 224.

Kenneth Eiswerth, *et al.*: application for revocation granted, 37.

Empire Freightways Limited: St. Vital, Man.: 38.

Empire Freightways Limited: Saskatoon, Regina and Winnipeg Terminals: representation vote, 155; granted, 224.

Federal Delivery Inc.: granted, 37.

J. M. Ferland Transport Ltée: withdrawn, 38; granted, 224.

J. E. Fortin Transport Inc.: rejected, 37.

Fownes Construction Co. Ltd.: 38.

General Enterprises Limited: 481; granted, 543.

Gordie's Trucking Ltd.: 276; granted, 480.

Gordie's Trucking Ltd.: 342.

H. O. Grenier: granted, 37.

Hall's Motor Transit Co.: Montreal and Lacolle terminals: 411; granted, 595.

J.M.F. Transport Ltd.: 38.

Kingsville Cartage Company Limited: 276; granted, 480.

Kraus Transport Limited: representation vote, 37; rejected, 102.

Lakehead Freightways Limited: 224; granted, 410.

M and B Enterprises Ltd.: (mail drivers and servicemen): 649.

Maislin Bros. Transport Ltd.: 481; granted, 595.

McKee Moving and Storage Co. Limited: 38; granted, 102.

Merchants Speedy Delivery Limited: 481; representation vote, 595; rejected, 710.

Midland Superior Express Limited: granted, 37.

Pettapiece Cartage Limited: 38; withdrawn, 103.

Poole Construction Company Limited: 411; granted, 480.

Quirion Transport Inc.: 102; withdrawn, 155.

Reliable Transport Ltd.: 481; granted, 595.

St-Eustache Transport Inc.: 481; granted, 595.

Security Storage (Division of Motorways Van Lines Ltd., North Vancouver branch): granted, 37.

Sicotte Transports Ltd.: rejected, 102.

Smith Transport (U.S.) Ltd.: 38.

John A. Snow: 102; granted, 224.

Tank Truck Transport Limited: Locals 91, 938, 880, 106: 543; representation vote, 649.

Trove Transport Limited: 342; granted, 410.

Westmount Moving and Warehousing Ltd.: 596.

Yukon Enterprises Ltd.: 411; granted, 480.

Disputes:

Active Cartage Limited: CO appointed, 104; settlement, 343.

Aero Caterers Ltd.: CO appointed, 39; settlement, 104.

Bolduc Explosives Transport Ltd.: CO appointed, 650.

Boyd's Express Ltd.: CO appointed, 39; settlement, 278.

Buffalo and Fort Erie Bridge Authority: CO appointed, 482; settlement, 544.

Camirand Cartage Limited: CO appointed, 711.

Canadian Freightways Limited: CO appointed, 277; settlement, 343.

Curry Moving and Warehousing Ltd.: CO appointed, 650.

Empire Freightways Ltd.: CO appointed, 596; CB appointed, 711.

Gill Interprovincial Lines Limited: CO appointed, 157; settlement, 278.

Hurley Transport Company Limited: CO appointed, 225; settlement, 483.

Kingsville Cartage Company Limited: CO appointed, 544; settlement, 650.

Kingsway Freightlines Limited: CO appointed, 482; settlement, 711.

Loiselle Transport Limited: CO appointed, 277; settlement, 343.

McCabe Grain Company: strike action, 104; strike terminated, 157.

McNeil Transport Limited: CO appointed, 225; settlement, 483.

Midland Superior Express Limited: Local 31: settlement, 278.

Midland Superior Express Limited: Locals 362 and 979: settlement, 483.

Midland Superior Express Limited: Local 938: CO appointed, 157; settlement, 225.

Millar and Brown Limited: CO appointed, 277; settlement, 412.

Monarch Transport Limited: CO appointed, 39; CB not appointed, 226; settlement, 343.

Northern Industrial Carriers Limited: CO appointed, 544; lapsed, 650.

Omstead Refrigerated Transportation Limited: CO appointed, 596; settlement, 650.

D.S. Scott Transport Limited: CO appointed, 157; settlement, 278.

Snow, John A.: CO appointed, 482; settlement, 596.

Trove Transport Limited: CO appointed, 711.

Trove Transport Limited: CO appointed, 544; CB not appointed, 597.

Zenith Transport Ltd.: appointed, 412; CB not appointed, 483; settlement, 544.

Intervener, certification applications:

John Fleury, *et al.*: granted, 543.

Maxine Smith, *et al.*: granted, 543.

Stanley Thorpe, *et al.*: withdrawn, 103.

THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA, INTERNATIONAL ALLIANCE OF

Certification applications:
Canadian Broadcasting Corporation: revocation of certification ordered, 224.
CHER Broadcasters Ltd.: 155; granted, 224.

STANLEY THORPE (*et al.*)
Intervener, certification application:
Teamsters: withdrawn, 103.

THREE RIVERS ELEVATORS LIMITED
Certification application:
Longshoremen: granted, 37.

TORONTO HARBOUR COMMISSIONERS
Dispute:
Canadian Union of Public Employees: CO appointed, 412; settlement, 544.

TRAILWAYS OF CANADA LIMITED
Certification applications:
Railway, Transport and General Workers: 342; withdrawn, 342.
Transport and General Workers: 342.

TRANSAIR LIMITED
Disputes:
Air Line Flight Attendants: CO appointed, 277; CB appointed, 483; CB fully constituted, 545; report, 651; settlement, 651.
Machinists: CO appointed, 544; CB appointed, 597; CB fully constituted, 651.

TRANS-LAKE SHIPPING LIMITED
Certification application:
Canadian Merchant Service Guild, Inc. (Upper Lakes Shipping Limited and Island Shipping Limited): 543; representation vote, 596; rejected, 710.
Intervener, certification application:
Marine Engineers: representation vote, 596.

TRANSOL INC.
Certification application:
Syndicat Canadien de la Fonction Publique: 649.

J. M. F. TRANSPORT LTD.
Certification application:
Teamsters: 38; granted, 224.

TROVE TRANSPORT LIMITED
Certification application:
Teamsters: 342; granted, 410.
Disputes:
Teamsters: CO appointed, 544; CB not appointed, 597.
Teamsters: CO appointed, 711.

UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, INTERNATIONAL UNION OF *See* BREWERY WORKERS

UNITED GRAIN GROWERS LIMITED
Disputes:
Brewery Workers: CO appointed, 277; settlement, 483.
Railway and Steamship Clerks (Lodge 650): CO appointed, 225; CB appointed, 412; CB fully constituted, 483; CB report, 545; strike action, 597; strike terminated, 711.

UNITED KENO HILL MINES LIMITED
Certification application:
Steelworkers: Elsa, Calumet and Keno areas, Y.T.: 276; granted, 480.
Steelworkers: Western Catering Limited, Vancouver: 276; granted, 410.
Dispute:
Steelworkers: CO appointed, 544; settlement, 650.

UNITED MINE WORKERS OF AMERICA *See* MINE WORKERS OF AMERICA, LIMITED

UNITED PACKINGHOUSE, FOOD AND ALLIED WORKERS *See* PACKINGHOUSE, FOOD AND ALLIED WORKERS, UNITED

UPPER LAKES SHIPPING LIMITED
Certification application:
Canadian Merchant Service Guild, Inc. (Trans-Lake Shipping Limited and Island Shipping Limited): 543; representation vote, 596; rejected, 710.
Intervener, certification application:
Marine Engineers: representation vote, 596.

VETERAN TRANSFER LTD.
Certification application:
Professional Transport Workers' Union of Canada application for revocation, 103; representation vote 342.

FRED WELSH ANTENNA SYSTEMS LIMITED
Certification application:
Electrical Workers: 649.

WESTERN CATERING LIMITED
Certification application:
Steelworkers: United Keno Hill Movers Limited, Y.T. 276; granted, 410.

WESTERN-FREEWAY VENTURE
Certification application:
Operating Engineers: withdrawn, 596.

WESTERN ONTARIO BROADCASTING COMPANY LIMITED
Disputes:
Broadcast Employees: settlement, 39.
Broadcast Employees: CKLW-TV-AM-FM: CO appointed, 343; settlement, 544.

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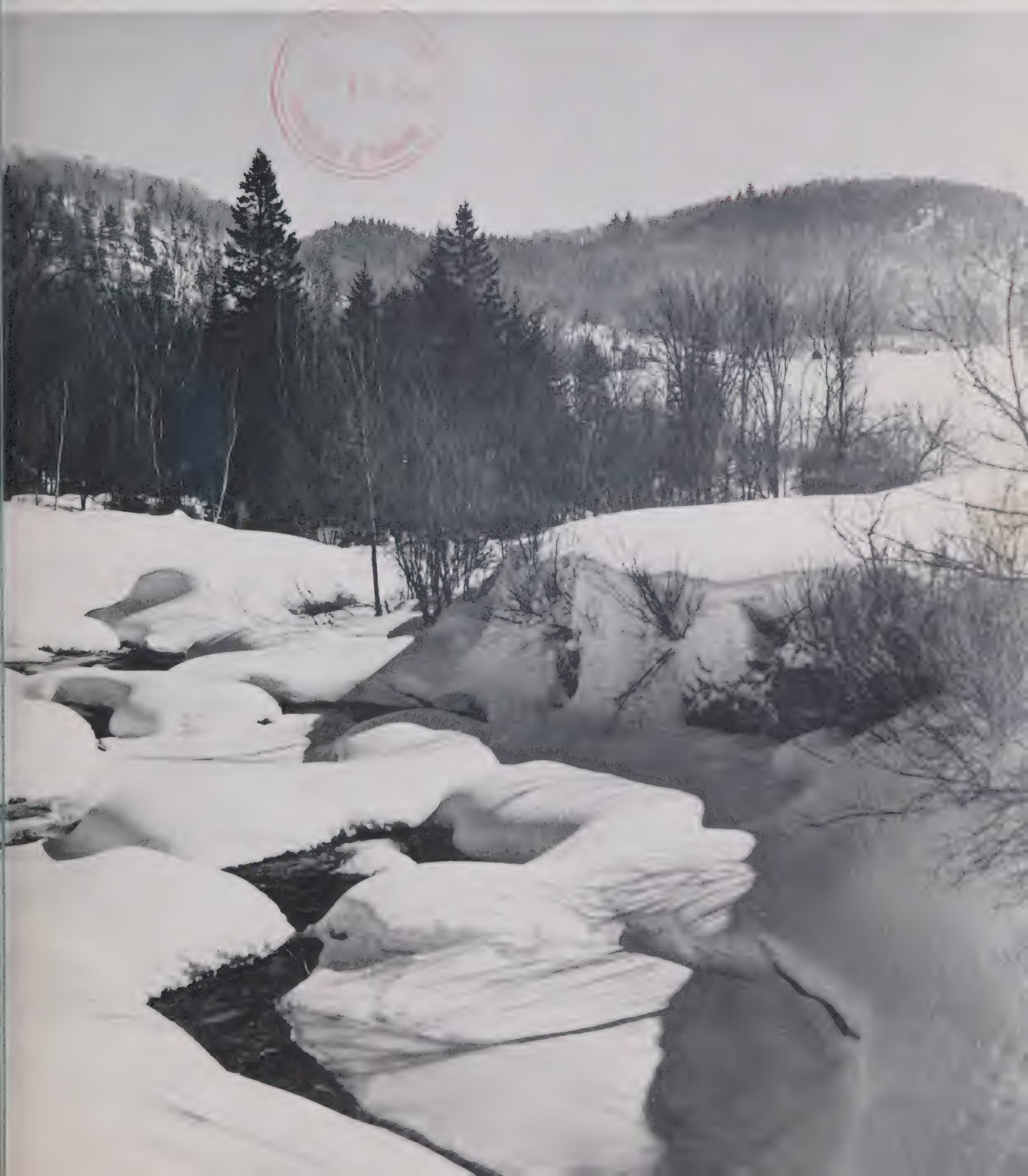
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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

labour gazette

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International Year For Human Rights 1968

Official Journal
Canada
Department of Labour

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Cover Photograph

A winter scene in the Laurentian Mountains near Ste. Adèle, Que.

NFB photo

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Picard Inquiry Commission On the St. Lawrence Ports

The Industrial Inquiry Commission has investigated possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters

The St. Lawrence Ports Working Conditions Act, which was passed by Parliament and assented to July 14, 1966, set out the terms of reference for an Industrial Inquiry Commission conducted by Dr. Laurent A. Picard (L.G. 1966, p. 430). The Picard Commission was appointed pursuant to Sec. 56 of The Industrial Relations and Disputes Investigation Act by Hon. J. R. Nicholson, Minister of Labour.

This action was prompted by a strike that had been paralysing the movement of ocean-going vessels in the ports of Montreal, Quebec, and Trois-Rivières, Que., since May 9, 1966. The dispute was between union Locals 375, 1552, and 1657 in Montreal, 1606 and 1739 in Quebec, and 1846 in Trois-Rivières—all of which were members of the International Longshoremen's Association, and the Shipping Federation of Canada Inc. The St. Lawrence Ports Working Conditions Act provides that the findings of the Picard Commission would be binding on the longshoremen and the employers.

The main findings are:

1. A new structure for the deployment of men has been introduced. In this new structure, the basic size of the gang will be 16 plus one foreman in Montreal, to which could be added extra men as required. The new structure includes a provision for regular rest periods that were not part of the former structure. Formerly, the gangs were made up in Montreal of 17 men for loading and 19 men for unloading, plus one foreman in each case, plus one or two forklift operators. An exact comparison, however, cannot be made between the old and new structure, because rest periods were not previously provided under the collective agreement. A similar structure is introduced in Quebec City and Trois-Rivières, the basic size of the gang in Quebec City being 16 plus one foreman, and in Trois-Rivières, 15 plus one foreman.

2. For all longshoremen covered by the St. Lawrence Ports Working Conditions Act in Montreal, the principle of a guarantee of 40 hours a week has been recognized. The level of guarantee, however, will depend on a productivity index, and will reach the maximum of 40 hours a week whenever the level of productivity is equivalent to that which prevailed in 1964. A weekly guarantee is provided also for the checkers in Montreal, based on a volume or production index. In the case of the ship liners in Montreal, and all longshoremen in Trois-Rivières and Quebec, a seasonal work guarantee is provided based on a volume index.

3. To provide for the payment of the job security guarantee to members of the locals in all three ports, a payment of 15 cents for each equivalent ton will be paid by every employer into a job security fund.

4. Three hours of work shall be guaranteed on each call and recall, irrespective of weather conditions. The existing agreements provide for call and recall guarantees of four hours during the active season, and two hours when gangs cannot begin work because of rain.

5. A large number of additional safety measures are introduced, including a detailed Safety Code. Provision is made for the employment of safety engineers and the establishment of a joint safety committee.

6. A number of measures have been introduced to improve working conditions in the ports, including provision for rest rooms, showers, lockers, and a canteen service.

7. Maximum hours of work have been established at 48 hours a week on the average, which complies with the provisions of the Canada Labour (Standards) Code.

The decisions of the Commission, when compared with the demands of the various parties, grant each party the major part of what it asked for, Dr. Picard said in his report. Employers are granted flexibility in the form of reduced gang size, sling loads and methods of work.

Longshoremen are granted better working conditions, a security code, rest periods integrated within the structure of the work period, and a work guarantee. In the case of Montreal Locals 975 and 1657, Dr. Picard noted, this guarantee is the highest in all ports, at least in North America, because it is weekly. In the case of the other ports, the guarantee is as high as the available hours and the competitive position of these ports warrant; it is even superior to that of New York, if one considers the length of the shipping season," the report said.

Whether by weekly guarantee or seasonal guarantee, the longshoremen covered by the Act will receive full protection, so there will no longer be any reason for the unions to fear and to oppose technological improvements. On the contrary, technological improvements and increased productivity will, in the long run, enable the ports to maintain their competitive position while offering maximum job security.

But each party must pay the price of this, Dr. Picard noted. Employers will have to contribute to a job security fund and endure a partial rotation of the work gangs that will give rise to a certain number of problems. Longshoremen will have to accept a reduced basic gang, and consent to the suppression of certain restrictive practices.

Among the other studies conducted by the Commission, it was noted that there had been a drop in the volume of cargo handled in the port of Montreal during 1966. The report emphasized the effect of the weakening of the port's competitive position on the dock workers and their employers.

"Because the port of Montreal must compete with certain American ports, any weakening of its competitive position may spell a decrease in activity of Canadian ports to the advantage of American ports. This obviously constitutes a national problem.

"But if one considers national interest, much more is at stake. In fact, any drop in productivity at the port of Montreal . . . leads sooner or later to an increase in prices, which weakens our competitive position in international trade by adding to the cost of our exports, and which affects also the Canadian consumer by increasing the cost of imports."

50 Years Ago

From the Labour Gazette
January 1918

A disastrous explosion in Halifax caused the loss of several hundred lives and destroyed a portion of the city. Many industries were disrupted and thousands thrown out of employment.

"At Halifax, owing to a very disastrous explosion on December 6, which occasioned a loss of several hundred lives and destroyed a portion of the city, a great many industries were disrupted and thousands of men thrown out of employment," said the LABOUR GAZETTE for January 1918. It went on to give details of the effects of the disaster on employment in the city.

"The damage done to the rolling mills and skate factory of the Starr Manufacturing Company disorganized the work, but temporary repairs were made, and the company expected to have its plant operating to capacity about the middle of January. The dry dock suffered heavy loss, workshops and buildings were completely destroyed; about 200 men were employed at the time, and at the end of the month those who escaped injury were clearing up the debris.

"The Acadia Company's sugar refinery at Richmond was levelled to the ground and about 20 employees buried under the ruins, but the company's refinery at Woodside was not damaged and was running with its regular staff at the end of the month. While all the bakeries were damaged with one exception, they were able to supply bread to meet requirements; one bakery located at Richmond was completely destroyed."

Two breweries were destroyed and several of the workmen lost their lives. "The Dominion Textile Company's cotton mill, which employed about 200 hands, was burned to the ground. No lives were lost and the company was endeavouring to have its employees accept work in its other mills. The Dartmouth Cordage Company's rope works were badly damaged and were not expected to resume operations until March; the company was using all its male employees and about 60 men from Montreal repairing buildings and plant; about 50 women were thrown out of employment."

Printing and publishing establishments, although damaged, were able with one exception to resume normal operations within a week. The Richmond Printing Company's plant, however, was totally destroyed and about 25 employees were killed.

"The machine shops and roundhouse of the Canadian Government railways suffered considerable damage and quite a number of passenger and freight cars were destroyed; Piers 8 and 9, the Halifax passenger station and workshops, sheds and other buildings were destroyed; many railway employees were killed and the financial loss was very heavy. The street railway suffered heavy loss and several employees were killed and a number injured; several women conductors were employed, as the company found it difficult to secure help."

About 1,400 men were employed on reconstruction work, and there was a big demand for carpenters, glaziers, handymen and unskilled labour.

In its notes on building and construction, this journal said, "The disaster at Halifax caused a very active demand for building tradesmen, not only in the Maritime Provinces but in parts of Ontario and Quebec, and the reconstruction work afforded a large volume of employment during the month. Montreal reported that there was little building being done, but that many of the building contractors were taking part in reconstruction work at Halifax."

It was also reported that "towards the end of the month [December] the damage to water pipes caused by the extreme cold afforded a considerable volume of employment in the plumbing trade."

This journal referred to a memorandum on "Hours of Work," issued in January 1916 by the Health of Munition Workers Committee appointed by the British Ministry of Munitions. In this memorandum the suggested limits to hours of work were: "(a) for men, that the average weekly hours of employment should not exceed 65-67 (exclusive of mealtimes), i.e., a 13-14 hour working day; (b) that boys under 18 should be allowed to work the same hours as men, provided that—(i) the hours of boys under 16 should be limited to 60, so far as possible; (ii) substantial relief at the weekends should be insisted on; (iii) night work should be limited, as far as possible, to boys over 16; and (c) that for women and girls, employment should be restricted within the normal legal limit of 60, i.e., a 12-hour working day, though within these limits moderate daily overtime might be allowed, and that the employment of girls under 18 at night should be limited as far as possible."

After that memorandum was issued, however, the report went on to say, "exact data have been collected by the committee with regard to the relation of weekly hours of labour to output in various occupations, and it was shown that a reduction in the weekly hours of actual work, varying from 7 to 20 in no case resulted in more than an insignificant diminution of total output, while on the average it produced a substantial increase."

But in a still later memorandum, this subject was discussed further, and it was pointed out "that conditions are not the same as in the early days of the war. Not only have large numbers of the youngest and strongest workers been withdrawn for military service, but those who remain are suffering from the strain due to a continuous period of long hours of employment and to anxieties arising out of the war.

"While much has been done to improve conditions of employment, they are still in many cases far from ideal, notably as regards housing and transit. Large numbers of women are also now employed on work which was considered two years ago quite beyond their capacity. The committee are convinced that the maximum limits of weekly employment provisionally suggested are too high except for quite short periods, or perhaps where the work is light and the conditions of employment are exceptionally good. . . ."

"On Christmas Eve the American Bank Note Company of Ottawa announced the inauguration of a system of life insurance for its employees. The amount of insurance is based on wages received and length of service. In the case of female employees, the minimum policy is $500 and the maximum $1,000; and in the case of male employees, the minimum is $1,000 and the maximum $4,000. The entire expense of the plan is borne by the company. Some 500 male and female employees will be affected."

New Year Messages

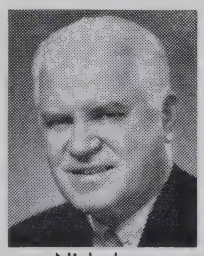
New Role in a Changing Economy

By Hon. John Nicholson

Minister

Canada Department of Labour

In the past year, industrial relations has come under question and examination as never before in this country. There has been growing concern that, faced with new and difficult problems and pressures, our system of industrial relations is not proving to be flexible enough to meet the needs of labour and management, or of our society.



Nicholson

The system worked well when it had to deal with the simpler issues of the past. It still works well in most cases. But today the issues are infinitely more complex, and bargaining is carried on under the pressures generated by a prosperous society, by a rapidly changing economy, and by the extension of collective bargaining to new groups of employees, notably the public service.

This places a heavy burden of responsibility on labour and management. It calls, I am convinced, for a change of attitude, for an approach intent on solving problems rather than just fighting battles. This is the greatest need in industrial relations today.

In this new environment, the federal Department of Labour recognizes that its role in industrial relations must change. In the past it has been largely that of a referee. Now we believe that our role must be much more positive, that we must try to anticipate and lead events.

As one step in its positive industrial relations, the Department has initiated a series of private meetings with union and management leaders in industries under federal jurisdiction. Most such meetings in the past have been called to resolve a crisis; these, on the other hand, are being held when things are calm. They are informal and confidential and devoted to those aspects of their industrial relations that are causing difficulty.

These meetings have won support from unions and management, who have made it clear that they welcome such opportunities for a low-pressure examination of their difficulties. I believe that we can all, Government included, learn a great deal from these discussions, and we hope eventually to include representatives of all industries under federal jurisdiction.

The Department is also pressing its efforts to encourage employers and unions to establish labour-management consultation committees in industry. There are today more than 2,200 of these committees, and the number is growing. To help them exchange ideas, we have been organizing a series of one-day conferences in various parts of the country.

We envisage a part of growing importance for these committees, one in which they will be more representative of the union on the one hand and of senior management on the other. We are also encouraging them to broaden the scope of the subjects they discuss.

The work of these committees can become an important part of the industrial relations system, and a very valuable adjunct to collective bargaining. They offer a way of relieving some of the pressure of detail that so often weighs heavily on labour and management at the bargaining table.

We are improving our methods of gathering, interpreting and distributing factual information on various aspects of labour and economics. Factual information is the raw material of decision, and we intend to make more information available, not only to the parties involved in negotiations, but to Canadians in general. No one is unaffected by the course of industrial relations. I think it is very important that Canadians in general have a better understanding of the facts that shape that course.

My very best wishes to all Canadians for the coming year.

967: Pros and Cons

By Donald MacDonald

Acting President
Canadian Labour Congress

The year just concluded has been a ghly significant one for the Canadian ade union movement. Figures released y the Department of Labour a few weeks go showed that nion membership is an all-time high. he growth of the anadian Labour ongress was re- rded as consider- bly above the na- onal average — and r the first time, embership in our ongress has now assed the million-and-a-half mark.



MacDonald

This naturally gives cause for some tisfaction to those associated with the bour movement; but it is no cause for mplacency. There are still far too many anadian employees without the protec- on and benefit of their own organization; nd, at the same time, our movement is confronted with challenges that call for the greatest strength we can muster.

One of the most serious of these is the threat to the whole process of collective bargaining through the introduction of compulsory arbitration and other methods of legal and technical hindrance to the collective bargaining process. These proposals for restriction of the fundamental rights of workers and for third-party determination of wages and conditions, which can only be democratically determined between labour and management, will never be acceptable to the trade union movement.

Although a number of important contract gains were made by many of our unions during 1967, the economic outlook remains far from clear. A wave of layoffs and an upward movement in the unemployment index are giving cause for concern.

Not only have individual workers and their families been affected, but entire communities have been placed in jeopardy. The action of the Dominion Steel and Coal Corporation, in abruptly and coldbloodedly announcing its intention of abandoning its Sydney, N.S. operation, is a blatant example of the immoral disregard of social responsibility found in some large corporations. The shock of this event was closely followed by heavy layoffs on both major railways. In all these situations, it was once again the workers and their communities who were expected to pay the price of action taken by others whose primary, if not sole concern was with profits.

These developments give new emphasis to the importance to society as a whole of the position adopted by the labour movement, which maintains that the so-called "residual rights of management" cannot be absolute. Workers and communities have rights, and corporations cannot be allowed complete freedom to violate those rights at will.

As the labour movement looks back on 1967, we unfortunately find little cause for

Continued on page 46

.ooking Back at 1967

By Charles Smith

Chairman
Canadian Railway Labour Executives' Association

The pomp and ceremony of Centennial ear 1967 is now over. "Expo," the orld exhibition of which Canadians roughout our whole country are justi- ably proud, is now chapter of history, ut one that has en- anced the name of anada internation- lly. Now it would ppear that labour ces the aftermath f our great birthday arty — and the cost high.



Smith

A New Year's mes- age should be one of optimism and hope, ut it is difficult to express these feelings hen one considers the decimated ranks f railway employees, and the plight of housands of workers callously laid off vith little or no notice, while experts and oliticians proclaim Canada's prosperity.

The year 1967 opened on a hopeful ote. The non-operating railway unions ad reached a mediated settlement of heir wage and rules dispute, and the ubsequent signing of master agreements gave promise of peace in the industry until the end of 1968.

The report of Mr. Justice Freedman dealing with "run-throughs" on the CNR had clearly indicated the necessity for action, either through collective agreements or by legislative action to provide protection for employees against the adverse effects resulting from technological or operational changes during the closed period of the contract.

Certain clauses were negotiated in the Master Agreements dealing with this subject, but experience during the current massive force reduction clearly indicates the inadequacy of such agreements. Legislative action to amend the IRDI Act, as recommended by Mr. Justice Freedman, is essential.

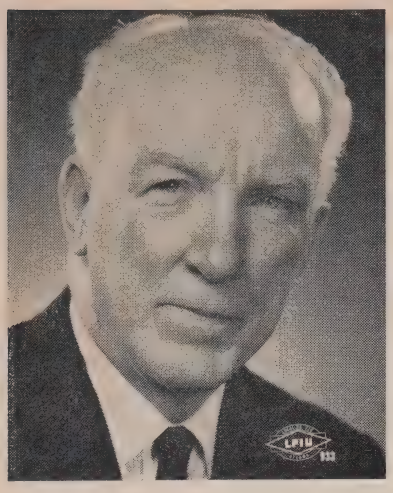
Perhaps the most important development in 1967 was the establishment of the Government Task Force on Labour Relations, headed by Professor H. G. Woods. The Canadian Railway Labour Executives' Association will co-operate with this Task Force in every way, and will present its views as objectively as possible, in the hope that an interim report will be made and acted upon before the expiration of current contracts with the railways.

CRLEA continues to expand its activities, both in national and international fields, and as we go forward, building on a firm foundation of unity and co-operation, submerging inter-union conflicts in a genuine desire to work in the best interests of all transportation employees, the scope of our Association must broaden so that we may realistically represent employees in the complete transportation industry.

Critics may say that this is a struggle for power, but the National Transportation Act places transportation under one authority, and it is surely a logical conclusion that the employees should establish very close liaison in all forms of the transportation industry if they are to deal intelligently with common matters.

CRLEA is the vehicle through which this could be accomplished, and I look with confidence to a future when railwaymen will join with all others engaged in transportation, representing and speaking out in the interests of all transportation employees.

I trust that the New Year 1968 will see continuing progress in this area.



Dr. Gil Schonning



Harry J. Waisglass

Dr. Gil Schonning Appointed Labour Counsellor in London

Dr. Gil Schonning, Director-General of Research and Development for the Department of Labour, has been appointed to the newly created position of Labour Counsellor at the Canadian High Commission in London.

Harry J. Waisglass, Research Consultant with the Special Planning Secretariat of the Privy Council Office since August 1966, succeeds Dr. Schonning.

Widely known in international labour and economic circles, Dr. Schonning, a native of Norway, has represented Canada at several conferences of the International Labour Organization and the Organization for Economic Co-operation and Development. He served the latter as a consultant for two years.

Dr. Schonning will take up his new duties in January as the senior Canada Department of Labour representative in Europe, responsible for advising the Canadian High Commission in London and the Canadian Government on labour affairs and related matters in Great Britain, Scandinavia and Western Europe.

Mr. Waisglass joined the Department on November 1, 1967. Born in Toronto, he obtained his Master's Degree in Economic Theory and Economic History in 1948. He became Canadian Research Director for the United Steelworkers at union headquarters in Toronto, and held a variety of senior positions with the Toronto and District Labour Council and the Canadian Labour Congress.

Labour research projects continuing at UBC

Research into automation, manpower, and collective bargaining is continuing at the University of British Columbia's Institute of Industrial Relations.

J. Tait Montague, Director, is currently engaged in studies in joint consultation, and is preparing a textbook on Canadian labour economics.

With Institute support, a number of other projects are progressing. In the area of manpower research, John Vanderkamp, Department of Economics, is working on an experimental model in the field of structural unemployment and manpower policies. Larry Moore, Department of Commerce, is making a study of the development of an integrated data bank for manpower management and research.

A study of work and social participation is being initiated by Martin Meissner, Department of Sociology. Oivind Hansen, Institute of Social Anthropology at Bergen, Norway, who will be with UBC until the end of this year, is working on a study of labour in the fisheries industry in British Columbia. Robert E. Knox, Department of Psychology, is continuing his study of trust and suspicion in an industrial relations context.

Government annuities—active sale ceases

"The Cabinet has decided that th Government's annuities system is n longer a necessary service to the public as there are today many more mean of saving for old age than there wer years ago," Hon. John R. Nicholson Minister of Labour, told the Industria Pensions and Annuities Branch of th Department, on November 3. The pro motion of the active sale of Governmen annuities ended on November 30.

The Branch administers the Govern ment Annuities Act, which provides fo the sale of deferred and immediate an nuities to Canadians, either individually or as group pensions. The original Ac was established 60 years ago, and the sale of annuities began on September 1 1908.

For the year ended March 31, 1967, there were 188,248 persons insured under pension plans—122,576 of whom were active employees. An additional 65,672 held paid-up deferred pensions. There were also 84,766 individual deferred annuity contracts in force. The Branch was paying an annual total of $57,000,000 for annuities under 99,305 contracts or group certificates. The total outlay for the fiscal year was $65,000,000. Liabilities were $1,300,000,000.

Although the Branch will no longer advertise annuities, it will continue to sell them. Of the 20 existing sales offices, seven will remain open as regional offices — Halifax, Montreal, Toronto, London, Winnipeg, Edmonton and Vancouver — to service existing annuities and write any new unsolicited contracts. J. Gordon Fletcher, Acting Director of the Industrial Pensions and Annuities Branch, said that the Branch still had about 75 years of work ahead of them to service existing contracts.

Manitoba raises minimum wage

Manitoba's minimum hourly wage will climb from $1 to $1.25 by December 1, 1968. The increase was recommended by the Province's seven-member Minimum Wage Board.

In the first of four stages, the rate was raised to $1.10 on December 1, 1967. On April 1, it will be increased by five cents, and by August 1, it will have reached $1.20. Four months later, it will be raised to $1.25.

When effective, the $1.25 rate will be 25 per cent higher than most other provinces, including Ontario. It will be equal to the existing federal rate and on a par with the minimum wage in British Columbia and Alberta.



ILO Photo

Mr. George V. Haythorne, left, and ILO Director-General David A. Morse, during the audio-visual presentation in Geneva.

ILO labour-management and training films now available

The audio-visual presentation on Canadian manpower programs shown in Ottawa at the 8th Conference of American States Members of the International Labour Organization in September 1966 (L.G. 1966, p. 634) has now been made into three film strips by the National Film Board of Canada. They are: Labour Management in a Changing World; Vocational and Technical Training in Canada; and Unemployment Insurance in Canada. Commentaries for the films were recorded in English, French and Spanish.

On a visit to Geneva, George V. Haythorne, Deputy Minister of Labour, officially presented a complete set in all three languages to ILO Director-General David A. Morse. Those films dealing with labour-management and vocational training were turned over to Philippe Hamont, ILO Director of the Turin Training Centre.

Copies of the films will be distributed to member-nations of the American Region who participated in the conference. The International Labour Office is expected to receive 100 of the labour-management film clips—60 in English and 40 in French.

Parliament

Bill C-161 to establish a department of corporate and consumer affairs (L.G., Dec. 1967, p. 732) passed second reading on October 20 (*Hansard* p. 3351).

Report examines composition of Canada's labour force

There was a decrease in importance of the "primary" occupations for the male Canadian labour force during the 1951-1961 decade, according to a Dominion Bureau of Statistics report, "The Canadian Labour Force." The decrease was much greater for the younger than for the older age groups. For 20- to 24-year-old males, the proportion of the labour force in these occupations was reduced from 23 to 13 per cent. For those 65 and over, the proportion was reduced from 35 to 32 per cent.

For younger males, the proportion in white-collar occupations increased during the decade. The proportion of younger males in "professional and technical" occupations increased from 4 to 8 per cent, and in "clerical" occupations from 9 to 12 per cent. For 15- to 19-year-old males, the "sales" and "service and recreation" occupation groups showed the greatest increases in importance.

For males past the usual retirement age (65 and over), the proportion in the "craftsmen, production process and related workers" group was reduced from 28 per cent in 1951 to 21 per cent in 1961. There was, however, an increase in the proportion of older workers in "service and recreation" occupation groups, from 10 per cent in 1951 to 13 per cent in 1961.

In the middle age groups, the shifts were less dramatic. The general reduction in the proportions in "primary" occupations resulted in increases in the proportions in white-collar occupations, especially in "service and recreation" groups. The largest increase occurred in the proportion of 25- to 34-year-old males in the "professional and technical" group.

The distribution of the married female labour force in 1961 was much greater in size than in 1951. It showed a greater proportion of married women in white-collar (especially "clerical" and "professional and technical") occupations, and a smaller proportion in the "craftsmen" group in 1961 than in 1951.

The overall proportion of married females in white-collar occupations increased from 49 to 53 per cent. This comprised increases of from 23 to 27 per cent for "clerical" groups, and 9 to 12 per cent for "professional and technical" groups. The number of married women reported in "craftsmen" groups, however, was reduced from 19 per cent of the total married female labour force in 1951 to only 13 per cent in 1961.

For single women in the "craftsmen" group, the proportion decreased from 15 to 11 per cent. The proportion of single women in the "clerical" group, however, increased only marginally in importance.

The percentage of single women reporting "professional and technical" occupations increased from 18 to 21 per cent, reflecting in part the greater importance of these occupations for 20- to 24-year-old women, who formed a significant portion of the single female labour force.

For all women aged 20 to 24 in the labour force, the proportion in "professional and technical" occupations increased from 16 to 22 per cent.

These and other aspects of the changes in the occupational structure of the labour force are revealed by the census statistics for 1961, which were released recently. A report titled, *The Canadian Labour Force*, of the General Review Volume of the 1961 Census, is available from the Dominion Bureau of Statistics. The catalogue number is 99-522.

In addition to the material on trends, this report contains also analytical material on various features of the labour force as found in the 1961 census, including previously unpublished data on the industrial distribution of occupation groups by region.

Number of women workers in Italy decreases

Although the percentage of women in the labour force in many countries of the world is increasing continually, women workers in Italy are leaving their employment in very large numbers, despite the expansion of Italy's economy and the increase in the female population.

At the end of 1966, the number of women employed was a million fewer than in 1959. The reduction is particularly noticeable in the textile industry and the ready-to-wear clothing trade, where female labour is heavily relied upon.

A great exodus of women from the land is also taking place, due to the mechanization of farms and the attraction of better wages in the cities. Many of these former farm women have found the adjustment to factory work difficult, however, and have left work to live on their husbands' incomes.

Education is another reason for the decrease in female employment, as girls are now entering high school in larger numbers, and leaving an employment gap in the 15-to18-year range.

The traditional engagement period in Italy, which once enabled a man to save enough money to begin supporting a wife, is disappearing in the face of rising wages. Because of this, the girls who would have taken a job while waiting many years for marriage are no longer entering the labour market. Italian women seem to prefer not to hold a job and run a home at the same time.

Swedish unions seek to modify labour policies

The Swedish Confederation of Trade Unions (LO) in 1966 and 1967 made representations to the Swedish Government in a brief demanding increased official participation in labour market matters concerning the marked structural changes that are taking place in the Swedish economy. This demand has been more exactly formulated in a labour market policy program.

This program emphasizes the role of the Swedish trade union movement in technical innovations and structural changes in the economy. It calls for both the companies and the Government to adopt measures to guarantee social and economic security to those wage earners affected by the changes.

The process of collective bargaining in Sweden is often held up as a model for similar processes in Canada. Under the Swedish system of collective bargaining, the employer groups, as well as the trade union groups, bargain in large units, which together are known as the labour market board.

The labour market policy program stated that the growing magnitude of the technical and economic changes in the Swedish economy necessitate an extension of the transition measures that individual wage earners have the right to expect. It called for a considerable extension of the official employment exchange facilities to provide a better service for redundant workers (workers who have been laid off).

The employment exchange should be made the information centre for the labour market, according to the brief. Here, everyone should have access to the register of situations vacant and the rates of pay, in order that those seeking employment can obtain an idea of the state of affairs in the various sectors of the labour market, it said.

The brief to the Government called for the role of the employment exchange to be increased by intensified canvassing of employers, both individually and through their associations.

The LO asked the State organization, the National Labour Market Board (AMS —Arbetsmarknadsstyrelsen) to negotiate in the labour market with the business organizations concerned, in order to secure increased periods of notice in cases of the closing down of companies and major dismissals of labour, as well as methods and measures for the re-employment of those dismissed in such cases, and also for more extensive notification to the employment exchanges in the case of the reorganization of companies and estimated future demands for labour.

There should be a definite improvement in the service that the employment exchanges can offer to those seeking work, the brief continued; such service should be adapted to the needs of the individual case. Here the prime efforts should be to give the person an idea of the state of affairs in the labour market and to look for jobs for the more difficult cases. LO proposes that in the case of those out of work for some time (at least a month) reports shall be made to the National Labour Market Board, indicating what steps have been taken and offering suggestions for further approaches.

DBS survey indicates improving living standards

Signs of Canadian affluence and tastes are revealed in a Dominion Bureau of Statistics survey of Canada's 5,034,000 households. The survey, which deals with the period from May 1966 to May 1967, indicates not only that Canada has a high standard of living, but also that the standard is improving rapidly from year to year.

During the 12-month period, 175,000 Canadian families acquired home freezers, bringing the number of families owning freezers to 1,400,000 or 28 per cent. Another 64,000 families bought automatic dishwashers. Every third household had an FM radio and a clothes dryer, although dryers outnumber automatic washing machines.

About 78 per cent of all families own vacuum cleaners, and almost as many own cars. Three out of four households have a car, with one-car families outnumbering those with two or more by four to one.

There are now 4,759,000 families with television sets; this represents 94.5 per cent of all families. Within this total are 101,000 families with colour television sets, compared with 35,000 families owning them in 1966.

First woman to head a Manpower Centre

The first woman to head a Canada Manpower Centre, Miss K. A. Hatt, who for the past five years has been supervisor of the Atlantic Region Office, located in Truso, has now been appointed manager of this Centre.

Earlier, Miss Hatt was supervisor of the Women's Section of the former National Employment Service at Halifax.

Norman S. Dowd, former CLC official, dies at 77

Norman S. Dowd, a former executive secretary of the Canadian Labour Congress and of the old Canadian Congress of Labour, died in Ottawa in October at the age of 77.

Before he became a full-time labour administrative officer, Mr. Dowd had been a school teacher, a civil servant and a Unitarian minister. After teaching school in Quebec City and Thetford Mines, Que., he moved to Ottawa in 1916 and, under the old Military Hospitals Commission, taught soldiers returning from World War I. From 1927 to 1936 he was associate editor of the *Canadian Railway Employees' Monthly*, then the official publication of the Canadian Brotherhood of Railway Employees (now the Canadian Brotherhood of Railway, Transport and General Workers).

He was secretary-treasurer of the old All-Canadian Congress of Labour from 1936 to 1940, and when the Canadian Congress of Labour was formed in 1940, he became its executive secretary and editor of its official publication, *The Canadian Unionist*. When the Canadian Labour Congress was founded in 1956 by the merging of the CCL and the Trades and Labour Congress, Mr. Dowd became joint executive secretary and first editor of *Canadian Labour*, the CLC's official journal. He retired from both posts in 1960.

Rolling stones can now gather moving advice

On-the-move Canadians, those who for some reason must uproot family and household effects to take up residence in another city or province, now have a moving consultant ready to help them through this upsetting and sometimes exhausting experience. With about 20 per cent of Canada's population due to move this year, primarily in the months of July and August, there is considerable need for such a service.

When Miss Bette Malone, a home economics teacher from Edinburgh, heard that a cartage company planned to add a home economist to their staff to help with the problems women might encounter in a move, she applied for the position and was hired. Miss Malone, who is the only woman moving consultant in Canada, provides liaison between the moving company and the public. She is, quite fittingly, on the move herself a good part of the year, speaking on radio and television and to clubs across Canada, explaining how most moving problems can be solved and the work lessened.

Union membership reaches 1,921,000 in Canada

During the past five years, union membership in Canada has increased by 500,000. In the annual report on labour organizations in Canada, compiled by the Economics and Research Branch of the Department of Labour, it was stated that, at the beginning of 1967, union membership had reached 1,921,000, an increase of 185,000 or 10.6 per cent over the previous twelve-month period.

The report, published in December 1967, revealed that more than 75 per cent of union members belonged to affiliates of the Canadian Labour Congress. The biggest single factor in the CLC increase of 13.1 per cent over 1966 was the affiliation of the Public Service Alliance of Canada, which added 93,000 federal employees on January 1, 1967.

Another 10.3 per cent was affiliated with the Confederation of National Trade Unions. About 11 per cent belonged to unaffiliated international and national unions, and 2.5 per cent to independent local organizations.

Two thirds of all union members in Canada belonged to international unions; national unions comprised another 30 per cent. And the remaining 4 per cent was in locals chartered by the central congresses, or in independent local organizations.

The 1967 membership represented 32.3 per cent of the number of paid non-agricultural workers in Canada and 26.1 per cent of Canada's total labour force.

At the beginning of 1967, Canada's largest single union was the United Steelworkers of America, with 130,000 members. The second largest was the Canadian Union of Public Employees, with 106,100 members. The Public Service Alliance of Canada was third largest with 92,800 members.

The International Union of Journeymen Horseshoers of the United States and Canada, which numbered 10 members in the previous survey, was apparently no longer active, and did not appear in the 1967 report.

U.S. Membership

Membership in unions whose headquarters were in the United States reached a record of 19,000,000 in 1966, the U.S. Labor Department reported. Excluding Canadian members, membership was 17,800,000, compared with 16,800,000 in 1964, the year of the previous survey. The previous record membership was 18,500,000 in 1956, when U.S. membership was 17,400,000.

As a percentage of the non-agricultural workers in the United States, union membership decreased from 28.4 per cent in 1964 to 28 per cent in 1966. In 1956, it was 33.4 per cent.

The union with the largest membership in 1966 was still the International Brotherhood of Teamsters, with 1,600,000. The United Automobile Workers was second with 1,400,000.

OECD issues report on training policy

The policy problems of training highly skilled personnel in relation to economic needs are examined in a new report published by the Organization for Economic Co-operation and Development, titled *Policy Conference on Highly Qualified Manpower*. The report includes an OECD view of aspects of the operation of the labour market.

The training during their career, of scientists, engineers, doctors, and teachers is discussed, as well as that of technicians, social workers and business executives. The report summarizes the work of the policy conference sponsored by the OECD in Paris in September 1966.

The report includes:

- a study of adapting the supply of scientific and technical personnel to economic needs as carried out by government agencies in France;
- comparative studies on the response of higher education to economic needs in Britain and the United States, and the training during their career of skilled staff in a large public enterprise in France and a large private firm in the United States;
- an account of social research carried out in Norway on the careers of scientific and technical staff, and a study of the evolution of the tasks and functions performed by engineers in Sweden;
- an account of an independant survey carried out among British firms on the utilization of their qualified manpower; and
- studies on the institutional aspects of the development of manpower policies in Britain and Canada.

DBS reviews growth of old age security

A sketch of the growth of old age security in Canada is contained in the August 1967 issue of *Canadian Statistical Review*, published by the Dominion Bureau of Statistics (DBS Cat. No. 11-003). The rest of the review is made up of charts and tables on economic indicators, population, immigration, income, expenditure and production, labour force, employment and many other matters.

Private pension plans have increased rapidly in number, particularly during and since World War II. At the end of World War I, the review says, there were known to be at least 172 formal private pension plans in existence. By September 1936 the number had grown to about 3,400, covering nearly 500,000 persons; and by 1960 to 9,000, covering 1,800,000 persons. By 1965, pension plans had increased in number by nearly 50 per cent to more than 14,000, with an increase in membership of 30 per cent to a total of 2,300,000.

Notwithstanding this growth, in 1965 "only about 32 per cent of the total labour force, including the armed forces, participated in pension plans, and another half a million may become covered once they meet the eligibility requirements of their employer's plan. There remain, therefore, some 4,490,000 persons in the labour force who have no private group pensions whatsoever."

The review gives a resumé of government legislation concerning old age security, a brief history of federal old age security provisions and of the establishment of the Canada and Quebec Pension Plans, and an account of provincial pension legislation in general, principally that of Ontario and Quebec.

Dock working conditions improve in Australia

Management, labour and the Government of Australia, are co-operating on a two-year trial plan aimed at improving conditions for Australia's casual dock labour. In at least eight of Australia's principal ports, casual and dock labour will be replaced by permanent employment at a minimum weekly wage of $40.40.

Within the first year's operation, about 40 per cent of the workers will be employed on a weekly basis by individual stevedoring companies. The remaining will have weekly employment with a holding company of employers that supply manpower for specific jobs. This method, it was hoped, would reduce the time lost when men have not been available on short notice.

A pension scheme has been designed to give dock workers retiring at 65 a lump sum of $192 for each year of service between 1942 and the date of the plan's inception. The average worker, who has spent most of his life in the industry, would receive a retiring benefit of about $6,500, which could be converted, if desired, to a weekly pension of $12.

The Government believes that a two-year trial period is necessary because there will be increasing use of container ships and mechanized handling of cargo.

Wage-Price Restraint

Labour's reaction to the proposal of the Minister of Finance in October was immediate and negative. Herewith a brief look at their respective views, and at the United States and British experience with guidelines.

AN announcement that the federal Government is planning to place restraint on wage and price increases as part of a program to dampen inflationary forces in the Canadian economy has raised old questions and concerns about the policy.

Hon. Mitchell Sharp, the Minister of Finance, aroused interest and speculation concerning the policy in the House of Commons last October. In describing the economic situation in Canada as he then saw it, he referred to forecasts that he had made in an earlier budget speech. "We would move from a very, very rapid rate of expansion through a period of inventory adjustment and on to a more sustainable level. And I believe that we are so moving.

"It has been a really quite successful transition except for one thing, Mr. Speaker, and that is that the rate of increase in costs and prices is still much too high. I feel that we must—and we will—find some way to bring this inflationary movement under control even, if necessary, by letting the economy develop a little more slack for a year or two while price and cost increases taper off. We would certainly prefer to avoid the sacrifices of production and income that this would, of course, involve, but if we cannot collectively and individually exercise the restraint that is called for in wage and price increases in the present situation, then there would appear to be no escape from an essential cooling-off period.

"Restraint is needed on government expenditures. . . . The kind of restraint that I am urging here is restraint in the field of prices and costs. . . .

"When we in the Government and Parliament of Canada have taken the fiscal actions that we should take, then I believe they should be supported by a determined campaign to achieve, by voluntary action, a large reduction in the rate at which prices and costs are increasing, including wage settlements."

Later, Mr. Sharp announced that he had invited all those concerned with the issues of wage and price restraint to consider the question and to discuss among themselves how to carry out such a policy. "When the Government itself has taken the necessary fiscal action, I would hope to have the co-operation of the public, organized management and labour in stabilizing more effectively than hitherto, increases in prices and costs," he said.

Donald MacDonald, acting President of the Canadian Labour Congress, rejected sharply any proposals for a policy of voluntary wage and price restraint.

"We are fearful that the wage and price restraint proposition, which we don't believe can be effective, might be used to lay the blame for any unpopular tax increase next year at organized labour's door.

"Only five short months ago, the Minister of Finance himself apparently agreed with the Economic Council findings, or so one would gather from reading his June 1st Budget Speech, when he echoed the conclusions of the Council on this matter.

"The Canadian Labour Congress subscribes to the analysis of the Economic Council of Canada that wage and price guidelines are inappropriate for this country," said Mr. MacDonald.

Other labour leaders similarly rejected the policy of voluntary restraint of wage increases. Stanley Little, National Director of the Canadian Union of Public Employees, said that his union is opposed to guidelines because they would block any improvement in the position of public employees in relation to those in outside industry. George Burt, Canadian Director of the United Auto Workers, said that his union would not be bound by any guideline policy because of its current goal of achieving wage parity between Canadian and American workers in the automobile industry.

Arthur J. R. Smith, Chairman of the Economic Council of Canada, reiterated the Council's position toward a wage and price guidelines policy. The Council's *Third Annual Review* (L.G. 1966, p. 90) suggests that "an incomes policy for Canada involving the use of guidelines of the kind that the Government of the United States has tried to apply would be unlikely to meet with much success in Canada."

Mr. Smith noted that the Council's final study on guidelines had been so thorough that it was now regarded "by both proponents and opponents of incomes policies, in Canada and abroad, as an authoritative work on the subject. . . . It was on the basis of this and other research studies that the Council recommended against the use of this type of policy device in Canada under most circumstances," he said.

Mr. Smith pointed out, however, that the Council had been prepared to concede that guidelines might "in certain circumstances [such as in a crisis atmosphere] have a beneficial effect, if only a temporary one, on the reconciliation of price and employment goals."

Productivity, as a basis for an incomes policy, was discussed at last year's annual meeting of the Canadian Industrial Relations and Research Institute (L.G., Aug. 1967, p. 483). Other approaches mentioned were fiscal and monetary policies to achieve a more equitable distribution of the nation's wealth.

The British experience with prices and incomes policy was described recently at the 26th Annual Conference of the Canadian Association of Administrators of Labour Legislation (L.G., Nov. 1967, p. 679), by Sir Denis Barnes, Permanent Secretary to the Ministry of Labour in Britain.

Britain is entering a new phase of its prices and incomes policy, he said. "The basic principles of the policy now are

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Some Random Observations on Labour Relations Today

By Bernard Wilson

Bernard Wilson, Assistant Deputy Minister (Labour Relations), Canada Department of Labour, delivered the following address to a panel discussion of the Canadian Association of Administrators of Labour Legislation at its 26th annual conference in Ottawa last September.

Because of the problems inherent in presenting the highlights of such material without including the supporting arguments, the address is here reprinted in its entirety, a practice not normally followed by the LABOUR GAZETTE.

IN making some observations on labour relations today, as our theme requires, I would first observe that, in this popular pastime, I am more sinned against than sinning. Over the years, it has been my doubtful pleasure to respond to hundreds of letters which say, in regard to the current state of labour relations, "that there ought to be a law"—but usually omitting details of what the law should be.

In some cases, utterly original and impracticable legislative schemes or gimmicks are suggested for the solution of labour problems. One proposal was designed to force would-be strikers to remain at work without a wage increase, while impounding the profits of the employer; but nothing was said about disputes where wage rates were not at issue or where there were no profits.

In another scheme, it was suggested that an arbitrator be given authority to make an award in a dispute, without hearing the parties, on the basis of an absolute choice between the latest bargaining positions of the parties. There could be no compromise; the award would be "all or nothing at all." Whatever marks are given for originality here, it is difficult to visualize one hundred thousand railwaymen submitting their ardent desire for a wage increase to such a sporting method of settlement—or accepting an adverse award in a sporting way.

In view of current inquiries into labour relations, my observations really start with the question: Where do we go from here? The other side of this question is: Can we or do we need to go anywhere? Over the past 25 years, there has developed in Canada a system of industrial relations that, in some aspects, has its roots in the early years of this century, and I would suppose that the performance of the system over past years is being examined by those making inquiries for governments in seeking to determine what, if any, changes in principles or procedures are necessary in order to make the system more effective, or what alternative system might be recommended.

But even more basic to these considerations is a determination of the criteria to be employed in reaching for more effective legislation. Is the emphasis to be on the economic, with labour unrest viewed largely in terms of its adverse effect on the maximization of the gross national product?

During the 1966 labour unrest, press and political statements concentrated on the economic loss involved, to the exclusion of any consideration of the exercise of the rights, freedoms and values provided in the present legislation with respect to freedom of association, the right to bargain collectively, and the right to take strike or lockout action.

Economic effects beyond a point cannot be ignored, but neither can the basic rights and freedoms of labour and management. There must be a reasonable balance in any new legislative principles developed to govern industrial relations in Canada. Nothing new is being said here because the history of labour relations legislation in Canada and the United States reveals the influences of prevailing social, economic and political climates; but it would seem desirable to remind ourselves that legislative preoccupation with the economics of labour unrest will not solve current labour problems if other basic considerations are ignored.

The difficulties must also be kept in mind of efforts to place restraints and controls on one factor in our economy while letting other factors remain relatively free. In the exercise of legal controls, we have come a long way from the theory of the classical economists that unrestrained competition made for the general good, but we have not reached the point where the wages of labour can be controlled while rents, profits and interest rates remain relatively free.

With the desire for wage increases being a dominant cause of labour unrest, it is difficult to regard restraints in labour legislation on freedom of strike action as anything other than a form of wage control, even though such control may be in the national interest in the production and export of goods. The question remains: Can labour legislation successfully control only one factor in our economy for any length of time?

In assessing industrial relations in Canada, account must be taken of the fact that there are eleven separate jurisdictions, with most of them having variations with respect to certain provisions and procedures. There may be local values in such variations, but it is questionable whether such values outweigh the absurdity that actions taken in one or more jurisdictions contravene labour legislation and are subject to penalty, whereas the same actions are not prohibited in other jurisdictions. This disparity does not command the same compliance and respect as would a universal Canadian industrial relations system, even if it were to retain present jurisdictional lines.

Perhaps the remedy lies, as elsewhere, in constitutional revision and reform, but it is difficult to see, to take an extreme

case, that where an employer has units of employees in several provinces represented by the same union, there can be any deep respect for labour legislation that requires the parties to go through several different and independent procedures under legislation having varying provisions, to deal with what is one national dispute leading to one national settlement or strike.

Statistically, at least, a case can be made for the effectiveness of present federal and provincial legislation over a period of years. Generally speaking, there has been a bad year in every ten, but the average level of labour unrest, as reflected in strikes, is good. It is estimated that 1967 will be a good year, vastly better than 1966.

It is well to remember, however, that years of high employment and rising living costs cannot help but engender labour unrest, no matter what the legislative system governing industrial relations. With, in addition, technological change of all sorts, a younger, more impatient and more mobile work force, and the influence of social welfare benefits, the resulting unrest, although calling for a critical examination of labour legislation, does not offer hope for a ready acceptance of the sudden application of legislative remedies. Desperate diseases may demand desperate remedies, but there is also a need for their application at a time when the maximum effect and response will be favourable. It would seem to follow—but it never does—that the time to review industrial relations systems and change them is not during critical periods.

Labour legislation or any other type of legislation needs to be reviewed periodically, especially when social change or predatory influences indicate obsolescence. Labour unrest is not alone in being under review; critical examinations have been made also with respect to securities trading and controls, drug prices, consumer protection, interest rates, land development and other problems. These inquiries give rise to the usual resistance from persons and institutions desiring to retain an advantage, but in most cases it is relatively simple to identify the victims and determine the extent of the victimization.

Unfortunately, this is not so easy with labour problems. Cases differ widely in issues and complexity, and the relative strengths of the employers and trade unions involved vary in almost every situation. There are personal factors, attitudes and imponderables present. The factors of time and economics will influence and alter dispute situations; and although one can say that, in a particular case, restrictive legislation appears justified, there are other cases, sometimes seemingly little different, where the availability and application of such legislation would not be helpful.

There appears to be one certainty—that attempts to solve unusual and difficult cases through special measures in labour legislation lead to poor labour law. There is much to be said for treating special labour problems and situations, such as injunctions, boycotts and picketing, by reference to the general law where there would also be the advantage of equal application in federal and all provincial jurisdictions.

Although the governments that have initiated inquiries appear to be motivated by labour unrest giving rise to economic loss, it may be that, when such inquiries are completed, it will be found that certain controls now provided in legislation might better be removed than new controls added. In these days of sudden revolutionary changes in production methods, how useful is it to tie the hands of a union and its members for the duration of a long-term contract, while at the same time permitting the employer to drastically alter the working conditions around which the contract was written and signed? Confinement, if it is unfair, leads to more unrest, not less.

It is not too useful to our discussion here to draw attention to the general, indirect and sometimes far-out matters that today affect and afflict all relations—not just labour relations. There has been a great deal written about the inimical influences and adverse effects of sensational and speculative news reporting, planned obsolescence in industry, advertising that creates wants and impels competitive living, public relations activities that seek to exalt the mediocre and unworthy, expense account living and, in general, the enshrinement of false values and lack of respect for ethical or moral considerations in our civilization.

We can draw the conclusion that persons involved in labour relations respond to these social stimuli in the same way as members of other groups, and that if labour relations are poor today, they are comparatively no poorer than marital, intergroup, national or international relations. Labour relations are only one aspect of the general malaise. It is as difficult to consider them in social isolation, as we said above, as it would be in economic isolation.

To become more specific—and also propose a legislative amendment for discussion—a question constantly raised in labour relations is whether or not there should be a general prohibition against strike or lockout action. It is now beyond question that soldiers, policemen and firemen be set apart because of their protective function as it relates to individuals, property and the State; but should the line be drawn beyond these classes and, if so, by how much?

The Province of Ontario and other provinces once took the position during wartime that it was desirable for all employees ordinarily within provincial jurisdiction to be under the same industrial relations system to the point that federal legislation was adopted to cover employees still remaining within provincial jurisdiction after the application of wartime legislation. This is an important question, not only by reason of the undesirability of segregation and discrimination in legislation; for, if the line is to be so drawn that only employees having little or no bargaining power are free to exercise their right to strike, then that right will have no value to the labour movement.

Breakthrough improvements in working conditions are not made without bargaining power. Constantly recurring is the general question: What amount of public inconvenience or national or regional economic loss outweighs the right of employees to stop work? It is submitted that the question can be answered generally only after the strike has been allowed to start.

There is much to be said for labour legislation that permits employees the exercise of the right to strike, at least until public opinion and outcry have developed to the point where great economic loss and great public inconvenience are indicated. There are a number of points in favour of such procedure, not least of which is that a right granted in legislation should not be taken away lightly or denied prior to its exercise. Such deprivation, if repeated, will lead to a situation where the automatic deprivation will be ignored and strike action taken. Certainly, federal experience has shown that a return to work is facilitated by a period of strike action.

It is submitted in this connection that it is not feasible, tactical or otherwise desirable to lay down in legislation the certainty of strike prohibition, or provide for a period of time for the duration of strike action. To do so would inhibit bargaining. On the other hand, the fact that a strike or lockout could take place for an indeterminate time would promote bargaining, at the very least in those situations where one of the parties was counting on legislative action to prevent a strike.

The element of uncertainty would assist the Government and its mediation agency, because of the variables existing both between strike situations and the same situation at a different point in time. This fact is supported, I think, by our experience in the 1960 national railway employees threatened strike, when the legislation merely gave a six-month hoist to it. A combination of economic conditions, plus the imminence of the Christmas holiday season, were factors which governed

the advantage of the Government and the attitude of the railway workers.

What is essential production or wide public inconvenience today may not be so in another season or year. A crippling labour dispute in time of bumper crops is not so in time of crop failure or poor markets. There will be those who deplore consideration on such a variable basis, preferring total prohibition or at least a definite rule or line of action. Unfortunately, in dealing with people and human rights as they are recognized in this country, it is not possible, so variable are the situations, to be mechanical in the application of methods if the objective of less labour unrest is to be realized.

The following extra provision, added to existing federal or provincial labour legislation, might be considered in seeking less labour unrest while giving recognition to rights that a large part of labour consider fundamental.

> Notwithstanding the provisions of Sections 21 and 22 of this Act (the Industrial Relations and Disputes Investigation Act), where a strike or lockout has taken place and has been in effect for 14 days from the date of its inception, the Governor in Council may, if the strike or lockout imperils the safety or security of Canada or the economic welfare and livelihood of great numbers of its citizens, other than those participating directly in the strike or lockout, promulgate Regulations for the resumption of operations by the employer and by the employees, and for the final settlement of the dispute without further strike or lockout.

To forestall the inevitable objection that the Government will be brought into every important dispute in essential industry, it should be pointed out that that situation exists now. In further extenuation, it can also be argued that, where great questions of public interest, critical national or regional economic loss and the exercise of human rights are concerned, there are few matters of more importance to governments, and more deserving of their time.

Inland shipping strike ended on September 22

An agreement by the Seafarers' International Union of Canada to end a strike by 5,200 inland sailors against 28 shipping companies belonging to the Canadian Lake Carriers' Association was reached on September 22, 1967. About 180 vessels were involved. The strike began on August 17. The agreement was subject to ratification by the union members, but the men began returning to their ships on September 25. Balloting on the settlement took place on board the ships.

The dispute centred around the union's demand for the establishment of a 40-hour week in accordance with the provisions of the Canada Labour (Standards) Code. The storm began when the union learned toward the end of July that the federal Government had granted the shipping companies a second 18-month exemption from the 40-hour provision. Five maritime unions were involved in the decision, and all protested against it. The SIU was in a position to strike without much delay, and it accordingly made preparations to do so.

The SIU contract expired on May 31, and negotiations for a new contract soon broke down. The dispute was referred to a conciliation board in Toronto under the chairmanship of Louis Fine, and the board submitted its report on July 27. The report recommended a contract that was estimated to be worth more than a 30-per-cent wage increase, but it fell short of proposing the immediate application of the 40-hour week that the union had demanded.

In a letter sent to union members by SIU President Leonard McLaughlin, a detailed plan of action for the strike was outlined. The letter contained also the promise that no ships would be struck in channels, canals, or at anchorages where a full navigational watch was required for the safety of the ship. All ships were to be brought to their terminal ports in Canada and docked to the satisfaction of the captain or harbour master. In past strikes, sailors often forced their ships to moor at the nearest wharf, regardless of local safety conditions.

The following were described as the main terms of the new agreement:

1. A formula within the limits fixed by the Canada Labour (Standards) Code so that its 40-hour week provisions will be complied with by December 1, 1968. By that time, sailors will get one day off with pay for every 48 hours "banked" while aboard ship.

2. The Department of Transport will decide on the differences between the SIU and the shipowners as to how many watchmen are required on different kinds of vessels.

3. Reduction in stages of a 24-hour work-spread system. This year the on-call period will be reduced to 16 hours. In 1968 it will be 14 hours, and in 1969 it will be 12 hours.

4. Improved pension benefits and three weeks paid vacation after 10 years instead of the present two weeks.

5. A 5-per-cent wage increase.

The hours-of-work formula is a complicated arrangement that includes paid leave for every hour worked and premium pay for weekend work. The paid-leave principle in the new agreement partly offsets the 48-hour week by giving seamen 10 minutes accumulative paid time for every hour worked. This is the equivalent of a day off with pay for every 48 hours worked.

An important gain in the new contract was the reduction, from 24 hours to 12 hours, of the period of time within which the sailor could be called on to work his eight hours.

The Canadian Marine Officers' Union early in September signed a memorandum of agreement with the Canadian Lake Carriers' Association, including 28 inland shipping companies, incorporating terms of a proposed one-year contract for 1,200 marine engineers. At the time of the signing, the engineers had been made idle by the strike of 5,200 members of the Seafarers' International Union of Canada. An agreement was later ratified by the members of the CMOU.

Gilbert Gauthier, President of the union, said that the agreement would provide a basic wage increase of 7.5 per cent, plus fringe benefits such as welfare and holiday gains, bringing the worth of the package to about 15 per cent.

He said, however, that the union had not won the 40-hour workweek. Union members, who average $7,000 a year and work a 56-hour week, had supported the SIU in its attempt to win the 40-hour week from the same companies. The contract will be retroactive to June 1, meaning that new negotiations will begin in February.

Operation NewStart to Attack Hard Core Unemployment

Ottawa and the provinces are mounting a multi-million-dollar program to make a new attack on the hard core of unemployment in Canada's depressed areas.

"Operation NewStart" is an "action-research" program sponsored by the Department of Manpower and Immigration. Ten NewStart Corporations, one for each province, are slated for the program, and they will attempt to retrain poorly qualified workers for stable and rewarding jobs. These workers, who now make up the bottom 20 per cent of the labour force, have too little education to take existing retraining programs.

NewStart Corporation directors have much to learn about the special techniques and processes by which disadvantaged adults in areas of slow economic growth may best be trained. Four NewStart Corporations have embarked upon research studies into the educational problems facing these adults.

Work on the project has begun at Lac La Biche, Alta., a sparsely settled area, with a large number of Indians and Metis in the population; Prince Albert, Sask., an urban area; Kings County, P.E.I., a rural area; and Yarmouth, N.S., a combination of rural and urban. The executive directors who have now been appointed are John W. Shields, Alberta NewStart Inc., Lac La Biche; Dr. C. P. Collins, Saskatchewan NewStart Inc., Prince Albert; Dr. Austin L. Bowman, Prince Edward Island NewStart Inc., Montague; and Thomas M. Jones, Nova Scotia NewStart Inc., Yarmouth.

The aims of the NewStart Corporation are:

- to conduct research into the development of new methods of preparing, for rewarding and stable employment, persons who are disadvantaged, and particularly those who are handicapped as to their educational level;
- to study the employment and other prospects for persons with various levels and types of skills;
- to recommend and execute, on an experimental basis, solutions to employment problems including the recruitment of trainees, their motivation, counselling, training, placement and welfare, and related matters;
- to carry on the activities of a research centre and, to train, pay, and provide such other services and benefits as are deemed necessary for trainees;
- to conduct liaison with schools and training establishments and with provincial and federal governments and agencies;
- to develop methods of evaluating the procedures and methods used; and
- to prepare reports and publish and disseminate information relating to research and related programs.

Over the next four years, the cost of the experimental program could reach $60 million. The program will be co-ordinated as much as possible at the local level with existing development programs and agencies. About $500,000 is to be committed toward the first experimental units.

The corporations will have up to $1 million a year each for their experiments in training. Allowances paid to trainees may also reach this amount. Each company is a private non-profit corporation established under provincial law and owned jointly by the provincial and federal Governments. Neither the board of directors nor the staff will be public servants.

Garnet T. Page, Director, Pilot Projects Branch, Department of Manpower and Immigration, is the director of the NewStart program. He has described some of the possible approaches that the program will use to investigate and overcome educational problems in the area of the project:

1. the program will develop effective techniques, appropriate for adults, to provide them with the elementary academic training that they failed to obtain as children;

2. motivational problems, which condition the adult to accept and even prefer his slow-moving environment, must be overcome in order to reveal to him the advantages of upgrading his education and skills;

3. new kinds of organizations and techniques will be developed to overcome biases in standard education and training against low-income and underprivileged groups;

4. small task forces of highly qualified people will conduct experiments that could not be conducted on a large scale into the problems of school drop-outs, the unemployed, the underemployed, displaced workers, and those in declining industries; and

5. programs to teach the worker just enough to take a steady job may show him how much better off he could be with more skills so that he will return for further training.

The executive directors have had meetings for orientation. They will be spending the first few months of the program schedule gathering staff and studying workers who are faced with the problems of the hard core of unemployment. The designers of the program are confident that it will be a major creative step toward long-term results of great importance.

Railroad wage increases recommended by U.S. board

A compulsory two-year wage increase of 11 per cent for 137,000 United States railroad shopcraft workers, plus 20 cents in skill-pay increases for most of them, was recommended in September by a White House board. The board was set up by Congress under a special law enacted in July to stop a two-day nationwide strike of shopcraft workers that had paralyzed the railway industry (L.G., Oct. 1967, p. 636).

The wage recommendations, which were to become mandatory in 30 days unless the railroads and the six unions reached a voluntary agreement, amounted to substantially what the unions had demanded. The chairman of the board said that the recommended settlement would cost the industry $158,000,000 over the two-year period retroactive to last January 1 and expiring on December 31, 1969.

The recommendations of the five-man board were unanimous, but one of the members expressed serious reservations about some aspects of it. He thought that the board was not setting a very good example in the efforts being made to prevent inflation.

Labour Relations Legislation in 1967

Part II - Labour Standards and Human Rights and Anti-Discrimination

This is the second of a three-part article on labour legislation introduced in Canada in 1967. Part I, dealing with labour relations, appeared in the December 1967 issue. Part III, dealing with legislation on industrial safety and workmen's compensation, and on industrial training, will be published in February.

THE establishment of minimum standards in wages and working conditions was the subject of considerable attention and action during 1967. In the field of minimum wages, higher rates were approved in five provinces, a minimum rate was fixed in the Yukon Territory, and a revision of rates is under consideration in some other jurisdictions.

Another social objective, equal opportunity for all, was sought through improvements in the human rights program in several jurisdictions.

Minimum Wages

The period of adjustment to the minimum wage provisions of the Canada Labour (Standards) Code came to an end on December 31, 1966. Since that time the $1.25 an hour minimum rate has applied to all undertakings within federal jurisdiction.

An Ordinance for the Yukon Territory established a minimum wage rate of $1.25 an hour effective January 1, 1967.

Nova Scotia put into effect a 5-cent increase on January 1, 1967; this was the second 5-cent increase to be put into effect in seven months. All rates set by the four minimum wage orders now in effect were increased, except those applying in Zone 1A under the general order (Halifax-Dartmouth and Sydney).

As a result, the rates are now $1.10 an hour for males and 85 cents an hour for females in Halifax-Dartmouth, Sydney and New Glasgow, $1.05 and 80 cents, respectively, in Truro, Amherst and Yarmouth, and 95 and 70 cents, respectively, in the rest of the province. The minimum rate for logging and forest operations is $1.10 an hour. Employees in road building and heavy construction must be paid $1.15 an hour.

British Columbia and Alberta became the first two provinces to set a general $1.25 minimum rate. In both provinces the $1.25 rate will go into effect in two stages.

The British Columbia Board of Industrial Relations has entered upon a revision of its minimum wage orders, incorporating new rates of $1.10 an hour, effective immediately, and $1.25 an hour effective on November 1, 1967. To date, it has revised orders governing the manufacturing and mercantile industries, office occupation, the hotel and catering industry, the laundry, cleaning and dyeing industries, elevator operators and starters, and fish processing.

In addition, since British Columbia orders are made on an industry or occupation basis, a general order was adopted to fill any gaps in coverage. The general order is applicable, subject to a few specific exceptions, to any employees within the scope of the Minimum Wage Acts not covered by separate orders. Under the orders that have been replaced, the minimum rate was $1 an hour, with rates of 85, 90 and 95 cents for the first three months of employment.

In Alberta, the $1-an-hour rate payable throughout the province under the general minimum wage order since July 1, 1966, was increased to $1.15 from August 1, 1967. A rate of $1.25 will go into force on January 1, 1968.

The same increases were provided for three classes of workers covered by special orders—ambulance drivers and attendants, taxicab drivers, and personnel in work camps, such as cooks and night watchmen.

The minimum rate for female telephone operators in small exchanges was raised by 15 cents to $1.05 an hour from August 1, a further 10 cents to take effect on January 1, 1968. The rate for commercial travellers and salesmen, formerly $40 a week, was raised to $46 a week from August 1, and to $50 a week from January 1, 1968.

In Quebec, general minimum rates of $1 an hour in Zone I (the Montreal metropolitan region) and 90 cents an hour in Zone II (the rest of the province) went into force on November 1, 1966. These rates were raised to $1.05 and $1 an hour on April 1, 1967 (the second stage of the increase authorized in 1966).

Employees on probation during their first 60 working days may be paid 10 cents less, and workers under 18 may be paid 20 cents less than the regular minimum rate. Watchmen with free lodgings must be paid at least $55 a week in Zone I and $50 a week in Zone II.

In place of an earlier order that applied to hotels, restaurants, hospitals, real estate undertakings and taxi services, two new orders covering a much wider range of establishments were issued on June 1—Order No. 5 governing service establishments, and Order No. 8 governing the hotel trade.

The order for service establishments governs those specializing in:

- educational services;
- hospital and health services (including hospices, and homes for the aged, convalescents and children);
- recreation and entertainment services;
- maintenance services;
- services of protection and maintenance of public order;
- religious and welfare organizations;
- lodging services and staff houses; and
- taxi services.

The order for hotel trade establishments covers hotels, restaurants, lodging houses and camp grounds, as defined in the Hotels Act; places where alcoholic beverages are sold for

consumption on the premises; and establishments that sell, deliver or serve meals to be eaten elsewhere.

The orders increased minimum rates substantially as of June 1 and provided for a further 10-cent increase on September 1. These rates, as of September 1, are as follows:

	Zone I	*Zone II*
Service establishments	$1.00	.90
Hotel trades	.95	.90
First 60 days of employment (both orders)	.85	.80
Employees under 18 (service establishments)	.75	.70

Three other orders were also revised—Order No. 7 governing the shoe industry, Order No. 9 governing forest operations, and Order No. 10 governing sawmills, related enterprises and wrought-wood shops—in all cases raising minimum rates.

The new order for forest operations sets the following minimum rates:

1. piecework woodcutters—an average rate of $14 a working day established for each calendar month;
2. other employees hired by contract—cooks, kitchen helpers and fire rangers—$12.50 a day;
3. camp watchmen, stablemen, dam watchmen and gatekeepers—$11.25 a day;
4. all other employees—$1.25 an hour.

In the revision of its minimum wage orders, to take effect on January 1, 1968, New Brunswick provided, for the first time, for a general minimum rate applicable to all employees subject to the Minimum Wage Act, except those governed by two special orders. This represents a considerable step forward in the program of minimum wage fixing that was begun on January 1, 1965 with the issue of five new orders in which rates were set on an industry basis.

Since January 1, 1965 the same rates have been applicable to employees in manufacturing, the food processing industry and the wholesale and retail trades. A rate 10 cents lower than the rate for these industries applied to the very large group of employments classified as the service industries.

A new general order, replacing three of the five orders previously in effect, provides for a general minimum rate of $1 an hour, effective January 1, 1968. The new rate represents an increase of 10 cents an hour in the minimum rate for manufacturing, food processing and the wholesale and retail trades, and of 20 cents an hour for the service industries.

A learner's rate (20 cents an hour less than the general minimum) may be paid under the new order for a period of four months, instead of three, and is applicable for the first time to the service industries. As before, the number of persons paid at the 80-cent rate must not exceed 20 per cent of the total number of employees of an employer.

Casual employees employed for not more than four months in any year are to be paid at least 90 cents an hour (formerly 80 cents).

The maximum amounts that may be deducted from the minimum wage for board or lodging furnished by the employer were increased to $10 a week for board and lodging, $7.50 a week for board, $2.50 a week for lodging, and 50 cents for a single meal.

Also amended were the two special orders governing workers in: (1) construction, mining and primary transportation; and (2) logging, forest and sawmill operations. The minimum rate of $1.05 an hour, payable to these workers since January 1, 1965, was increased by 20 cents an hour to $1.25, effective January 1, 1968. As at present, an employer will be permitted to pay an employee with less than three months experience 10 cents less than the minimum for a period of three months.

The minimum rate for workers in logging, forest and sawmill operations is, as before, based on a 9-hour day and 54-hour week. Workers in these industries who do not have a regular workweek (e.g., kitchen help, watchmen, scalers and assistant foremen) are now to be paid not less than $56 a week or $240 a month. Their previous minimum rates were $46 a week or $200 a month.

In both orders, the maximum amounts that may be deducted from the minimum wage for board and lodging were increased from $1.65 to $2.10 a day, and from 55 cents for a single meal to 70 cents.

Annual Vacations

Workers in Prince Edward Island were given the legal right to an annual vacation with pay, and improved minimum vacation benefits were provided for employees in Nova Scotia.

In Prince Edward Island, the first vacation-with-pay statute in the province provides for an annual vacation with pay of one week after a year's employment, provided that the employee has worked at least 90 per cent of the regular working hours during the year. Vacation pay is 2 per cent of the employee's earnings for the 12-month period during which he establishes his right to a vacation.

As in other provinces, some classes of employees are exempted from the Act. Not included are: persons employed for four hours or less a day, or for 24 hours or less a week; employees of the Crown; workers employed in agriculture and fishing; public school teachers, workers employed in canneries that operate less than four continuous months a year; and domestic servants who are employed for a period of less than two months. All other employees and their employers are within the scope of the Act.

The Act is drafted along similar lines to the Acts of the other provinces. The employee must be given his vacation not later than 10 months after the date on which he becomes entitled to it, and he must be told at least a week in advance of the date on which his vacation is to begin. The employer is required to pay him his vacation pay at least one day before the beginning of the vacation.

A worker who qualifies for a vacation by working at least 90 per cent of the regular working hours in a year, but who leaves the employment before the end of the 12-month period, must be paid 2 per cent of his earnings for the time worked at a date not later than the next regular pay period after the termination of his employment.

As in other jurisdictions, workers are entitled to vacation pay on termination of employment during a working year. A worker who ceases to be employed is entitled to 2 per cent of his earnings for whatever period he has worked. Payment must be made not later than the next regular pay period after his departure.

An employer is liable on summary conviction to a fine of up to $500 for a violation of the Act, and he may be ordered by the magistrate to pay all moneys to which the employee is entitled under the Act.

In Nova Scotia, the Vacation Pay Act was amended to provide for a two-week vacation, with pay at the rate of 4 per cent of earnings after a year of employment, effective from January 1, 1968. The Act currently provides for an annual vacation of one week after a year's service.

The Quebec vacation-with-pay order (No. 3) was revised, effective from July 1, to widen its coverage.

The minimum vacation benefit of one week after a year's service during the "reference year" (May 1-April 30), and for a worker who has not completed a year's service on April 30, one-half day of vacation for each month of service, was not changed.

Workers previously excluded, but now covered by the order, include those employed by municipal and school corporations (except professors and secretaries, whose hours cannot be verified), apartment house janitors, caretakers provided with free lodgings, and home workers.

As the order now stands, all workers in the province are

entitled to an annual vacation with pay, or vacation pay on termination of employment, except farm workers, domestic servants, part-time workers regularly working less than three hours a day, members of the clergy or of a religious institution, certain classes of students, and various categories of salesmen, including employees paid entirely by commission and working for more than one employer at a time.

Workers governed by the orders for the shoe industry and for forest operations are entitled to the annual vacation or vacation pay prescribed by those orders. Employees governed by a decree under the Collective Agreement Act are subject to the vacation-with-pay provisions set in the decree.

General Holidays

A holiday order issued by the British Columbia Board of Industrial Relations, effective from August 1, requires employers to give their employees eight paid general holidays a year.

The order, the first to be issued in British Columbia, was made under the authority of a 1966 amendment to the Annual Holidays Act (now renamed the Annual and General Holidays Act).

The eight general holidays in a year that are to be observed as paid holidays are the same as those listed in the Saskatchewan legislation and in the Canada Labour (Standards) Code. There is provision for the substitution of another day for any of the eight holidays listed.

The order does not apply to employees covered by a collective agreement under the Labour Relations Act. Also excluded are farm workers, horticultural workers, domestic servants, professional employees and trainees, salesmen of automobiles and other vehicles and of heavy duty industrial equipment, and employees exempted by regulation from the Minimum Wage Acts (e.g., commercial travellers, prospectors and handicapped employees).

An employee is to be given a holiday, whether or not the holiday falls on a regular working day for the employee. If a holiday falls on a day that is a non-working day for the employee, he must be given a holiday with pay at some other time not later than his next annual vacation, or on termination of employment, whichever occurs first.

An employee who does not work on a holiday is entitled to his regular pay for the day. If he is paid by the week or month, his wages must not be reduced by reason of his not working on a holiday. If he is paid on any other basis, he must receive the equivalent of a normal day's pay.

An employee who is not required to work on a general holiday must not be required to work on another day of that week that would normally be a day of rest, unless he is paid at his regular rate for all hours worked, plus all other wages due him for the day. This provision is similar to one in the Alberta holiday order.

Where an employee is required to work on a general holiday, he must be paid time and one half his regular rate for all hours worked; in addition, he must be given a holiday with pay at some other time not later than his next annual vacation, or on termination of employment, whichever occurs first. For purposes of this provision, "regular rate" means "the average of an employee's hourly earnings, exclusive of overtime, for hours worked in the four-week period immediately preceding the week in which the holiday occurs."

As under the federal labour code, there are two situations in which an employee is not entitled to holiday pay. An employee is not entitled to pay for a general holiday that occurs in his first 30 days of employment with an employer.

Another exception is that an employee is not entitled to pay for a general holiday on which he does not work, if he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the holiday.

The order requires the keeping of detailed records by employers with respect to the holidays and holiday pay given to each employee.

Under the authority of an amendment made to the Canada Labour (Standards) Code on December 14, 1966, regulations were issued making special provision for general holiday pay for longshoremen, because many of these workers customarily work for more than one employer and do not qualify for public holidays under the general provisions of the Code. The purpose of the amendment was to ensure that employees working for more than one employer receive comparable benefits to those working for a single employer.

The regulations provide for two situations—one when longshoremen are paid through a central pay office operated by an association of employers designated by the Minister of Labour as a "multi-employer unit," and the other when longshoremen are paid by the individual employers for whom they work from time to time.

In the former case, the longshoreman is entitled to holiday pay if he is entitled to wages for at least 15 days or 120 hours in the 30 calendar days immediately preceding the holiday. Pay for the holiday may not be less than eight times his basic hourly wage rate.

In the second case, a longshoreman employed by an employer who is not a member of a "multi-employer unit" must be paid on each payday, in lieu of general holidays, an amount equal to 3 per cent of his basic wage rate, multiplied by the number of hours he has worked for the employer in the pay period.

In both cases, an employee who is required to work on a general holiday is to be paid at not less than one and one half times his basic rate of wages for the time worked by him on that day.

Industrial Standards

A new Industrial Standards Act was passed in Prince Edward Island. Like similar legislation in six other provinces, it provides for the establishment of a schedule of hours and days of labour, and of minimum rates of wages for regular working periods and for overtime work for any trade in any area of the province—the result of recommendations made at an employer-employee conference. To be approved and made legally binding on all employers and employees in the trade and area, the standards of wages and hours must be agreed to by "a proper and sufficient representation" of the employers and employees in the trade and zone.

Procedures for the establishment of a schedule, and for its administration and enforcement, are similar to those in the other provinces.

A schedule remains in force unless application is made for its amendment or revocation, or for the approval of a new schedule by representatives of employees or employers bound by the schedule.

The Saskatchewan Industrial Standards Act was amended with regard to the provision permitting a conference of employer and employee representatives, in drawing up a schedule, to specify the number or proportion of the employees of an employer affected by the schedule that may be apprentices, learners or inexperienced employees or part-time employees. In place of "apprentices," the Act now specifies "journeymen, second-class apprentices and third-class apprentices," enabling the schedule to fix the proportion of employees according to the stage of their training in the trade.

Hours of Work

Part I of the Canada Labour (Standards) Code—that which establishes normal working hours of 8 in a day and 40 in a week, with overtime paid at the rate of time and one half the

egular rate, and limited to 8 hours in a week—was applied to large number of the employees under federal jurisdiction uring the past year.

Since the Act went into force, a total of 5,249 applications or deferment or suspension of Part I (Hours of Work) were eceived from employers (and several unions) grouped by ndustry as follows: 217 air carriers; 5 banks; 4 Crown companies; approximately 1,500 flour mills, feed mills, feed arehouses and seed-cleaning mills; 375 grain elevators; ,669 highway transporters; 6 mining and processing firms; pipelines; 42 radio and TV broadcasting stations; 39 railways nd hotels; 202 shipping lines; 181 stevedoring firms; and 6 elephone, telegraph and cable systems.

As at August 1, these had been dealt with by rejections, or pecific or general orders, for varying periods, not exceeding 8 months from the dates of the orders, except those from the ailways, which were still under discussion with managements nd unions.

Seven applications from major air carriers were rejected on November 1, 1966, affecting 85 per cent of the air carrier usiness and employment. Deferment and suspension orders nding on or before Janauary 1, 1968, were given respecting 210 pplications covering smaller carriers.

Applications from Crown companies and banks were ejected at different dates. Grain elevator terminal operations ere rejected in May and June 1967. The balance of the grain levator industry, east and west, was given deferment ending uly 31, 1967.

A general suspension order to July 1, 1968 was made for ompanies transporting goods by motor vehicle. The Minister ppointed an Inquiry Commission (C. A. L. Murchison), under he authority of Sec. 35 of the Code, to inquire and report on ours of work and employment in this industry and to submit is conclusions. The Commissioner presented his report October 5.

Orders of deferment or suspension, terminating on December 31, 1967, were given to 40 motor coach carriers.

A general order of suspension was made by the Minister for avigation and shipping in Newfoundland, terminating December 31, 1967. An Inquiry Commission (His Honour C. J. A. Hughes, County Court Judge) was appointed to inquire into nd report on hours of work and employment and to submit is conclusions.

The Minister, in July 1967, issued a general order of suspension of hours of work in all navigation and shipping in Canada, except where previous orders were issued, such eneral order terminating December 31, 1968.

In summary, all applications for deferment or suspension have been dealt with except those from the railways, and trucking companies under contract to the Post Office Department. Pending are two inquiries that may result in further deferments or suspensions by the Governor in Council.

An amendment to the Canada Labour Code Regulations (General), defining a further class of professional workers to whom the Code will not apply, has particular significance with respect to the hours-of-work provisions. The professions whose members are to be excluded may be named in the regulations. Only five professions—medical, dental, architectural, engineering and legal—were excluded in the regulations issued when the Code came into force. Members of the scientific profession have now been exempted. A member of the scientific profession is defined as an employee who:

- has a specialized knowledge in the field of physical or social science that is ordinarily acquired by a course of instruction and study resulting in graduation from a university;
- performs work of such a nature that the product thereof or the result accomplished cannot be standardized in relation to time;
- is not subject to close direction as to the manner of performing his work and the scheduling of his hours of work; and
- is designated by his employer as a member of the scientific profession.

Minimum Conditions on Contract Work

The amendment to the federal Fair Wages and Hours of Labour Act, passed in 1966 to bring the wages and hours conditions of the Act into line with the Canada Labour (Standards) Code, was proclaimed in force April 1, 1967, and new regulations, the Fair Wages and Hours of Labour Regulations (P.C. 1967-230), were issued.

In no case may the wage rate in the schedules of minimum rates to be applied on a federal construction contract be less than the rate of $1.25 an hour set by the Code. The 40-hour week is established as the normal work week on government construction contracts, but up to 48 hours may be worked if the overtime rate is paid. Permits may be issued for hours in excess of 48.

In Nova Scotia, by administrative action, the Government has adopted the $1.25 rate as the minimum rate for government employees and government construction work. The New Brunswick Government announced the intention of requiring a minimum rate of $1.35 on projects financed by the government.

Human Rights and Anti-Discrimination Measures

The rights of the individual in a complex society may be isregarded by the discriminatory actions of those of his fellow itizens who are in a position to control access to job opportunities or housing or other facilities. His rights may also be isregarded as a result of various kinds of error by the actions f persons authorized by the Government to make decisions hat affect his interests in a wide range of matters.

Remedies against the first type of unfair treatment have een sought in Canada through the enactment of fair employment practices and fair accommodation practices legislation; emedies against the second are now being sought in two rovinces by legislation establishing the institution of an mbudsman.

This institution is designed to provide a safeguard to the individual against administrative actions or decisions that are: 1. contrary to law; 2. based on a mistake of law or fact; or 3. unreasonable, unjust, oppressive or improperly discriminatory because the rules of law or the provision of the Act that is being applied have such results when applied to the particular case. The institution is intended also to be a safeguard against the exercise of discretionary power for an improper purpose, or use of it on irrelevant grounds.

In Alberta, the Ombudsman Act, which came into effect July 1, provides for appointment as an officer of the Legislature of a commissioner for investigation, to be called the "Ombudsman." His duties will be to investigate administrative decisions and actions of officials of the Government and its agencies.

The Lieutenant-Governor in Council is to make the appointment for a renewable term of five years on the recommendation of the Legislative Assembly. Only on the recommendation of the Legislative Assembly may he be removed from office (for disability, neglect of duty, misconduct or bankruptcy), but the Lieutenant-Governor in Council may suspend him on any of these grounds at any time when the Legislative Assembly is not in session. A suspension by the Lieutenant-Governor in Council may not continue beyond the end of the next session of the Legislature.

The Ombudsman is authorized to investigate, upon complaint or on his own initiative, any administrative act done or omitted by any government agency or by any of its officers or employees, notwithstanding the fact that another Act prohibits or restricts appeals from administrative decisions. He may also investigate any matter referred to him by a committee of the Legislative Assembly. He is not precluded from investigating a complaint that may not be against the kind of action or decision mentioned in the Act.

Certain areas are, however, outside the jurisdiction of the Ombudsman. He may not investigate any decision or act of any person acting as solicitor or counsel for the Crown in any proceedings. In addition, if an appeal to the courts or to an administrative tribunal is provided in any Act, the Ombudsman may not investigate any matter dealt with in that Act until the appeal procedures have been completed or the time for appeal has lapsed. In doubtful cases, the Ombudsman may apply to the Supreme Court of Alberta for a declaratory order determining whether or not he has jurisdiction.

The Ombudsman has the right also to refuse to investigate a complaint if he thinks there is an adequate remedy for the redress of the grievance under existing law or practice (other than petition to the Legislature). In addition, he may refuse to investigate:

1. if the complainant has had knowledge of the matter complained of for more than 12 months before filing a complaint; or
2. if he feels the complaint is frivolous or trivial or not made in good faith, or that the complainant has not sufficient personal interest in the subject matter.

The Ombudsman has no power to implement his decisions, but may only make recommendations.

If, after investigation, the Ombudsman believes that a complaint was justified, he may so report to the responsible Minister and to the agency concerned, giving his reasons. He may also make recommendations for settling the complaint, in which case the agency concerned may also be required to notify the Ombudsman, within a specified time, of steps taken to implement his recommendations.

If appropriate remedial action is not taken within a reasonable time, he must inform the complainant of his recommendations. He may send a copy of the report and recommendations to the Lieutenant-Governor in Council and may then make a report to the Legislature.

The Ombudsman is required to make an annual report to the Legislature. At his discretion, he may also publish other reports from time to time.

It is an offence for any person to obstruct the Ombudsman in the exercise of his duties. A letter addressed to the Ombudsman and written by a person in custody, or by an inmate of a private sanitorium or mental hospital, is to be forwarded to him immediately. A person who is bound by an Act not to disclose any matter is not required to supply such information to the Ombudsman unless the information requested relates only to the complainant, and if the complainant has given written consent for the disclosure.

An Act passed in New Brunswick to provide for an Ombudsman will come into force on proclamation. It is generally similar to the Alberta legislation, but the area for investigation is more precisely defined. Subject to the same kind of exceptions as in Alberta, "the Ombudsman may investigate the administration by a department or agency or officer thereof of any law of New Brunswick whereby any person is aggrieved. . . ." In addition, he may investigate any petition that is before a committee of the Legislature, if the committee refers it to him.

The Ombudsman will be appointed in the same manner, but his term is for 10 years instead of five, and when the legislature is not sitting, he can be removed for cause only by a Judge of the Supreme Court of the province on the application of the Lieutenant-Governor in Council. He does not require approval of the Government for the delegation of his authority to his officers.

A Human Rights Act was passed in New Brunswick, consolidating, with some changes, the Fair Employment Practices Act and the Fair Accommodation Practices Act. The prohibition of discriminatory employment practices, which formerly applied to employers with five or more employees, was extended to all employers, regardless of the size of their work force. A Human Rights Commission, responsible to the Minister of Labour, was established to administer the Act. In addition to dealing with complaints under the Act, the Commission is charged with developing and conducting educational programs designed to eliminate discriminatory practices.

In Nova Scotia also, an Act was passed to establish the Nova Scotia Human Rights Commission, whose function will be to co-ordinate government and private activities in the field of human rights. The administration of the Human Rights Act remains the responsibility of the Minister of Labour.

The Human Rights Commission is to be composed of seven persons appointed by the Governor in Council, three of whom will be officials of the Departments of Education, Labour and Public Welfare. The Act also provides for the appointment of a co-ordinator who is to be the chief executive officer of the Commission.

In addition to co-ordinating human rights activities in the province, the Human Rights Commission will be required to conduct research in the general field of human rights, to advise and do research for any government department concerned with human rights problems, and to encourage research activities by universities and other bodies. The Commission will also carry out educational and information functions in the field of human rights. In addition, it will advise the Government on suggestions, recommendations and requests made by private organizations.

The equal pay provision of the Human Rights Act was also amended to make it compulsory to pay female employees the same wages as male employees for substantially the same work.

The Equal Pay Act in Prince Edward Island was amended along the same lines. It is now mandatory to pay women the same wages as men for substantially the same work done in the same establishment. The penalty provisions were also strengthened.

The Ontario Human Rights Code was amended to extend the prohibitions against discriminatory hiring and rental policies. As in New Brunswick, the fair employment practices provisions were made to apply to all employers regardless of the size of their work force. Previously they did not apply to employers with fewer than five employees. Non-profit institutions continue to be exempt. The provision prohibiting discriminatory rental in buildings with more than three self-contained dwelling units will be extended to rental of any self-contained dwelling unit.

In the Canada Department of Labour, the new Fair Employment Practices Branch (L.G., Apr. 1967, p. 226) is responsible for the administration of the Fair Employment Practices Act. The functions of the branch include the organizing of educational and promotional programs designed to overcome all forms of prejudice and discrimination in employment.

Immigration to Canada in 1966

The total number of immigrants entering Canada in 1966 was 194,743, an increase of 33 per cent over the 1965 total of 146,758, the Department of Manpower and Immigration has reported.

The 1966 figure represents the highest number of immigrants admitted to Canada since the postwar peak period of 1957. Since Confederation, Canada has admitted 9,139,567 immigrants.

The increase for 1966 is not attributable to an upsurge from any one particular country or a small group of countries. On the contrary, an increase has been recorded from almost all countries of the world, the Department reported.

Immigrants coming from Britain and Ireland during 1966 numbered 65,065 and represented 33.4 per cent of the total immigration to Canada in that year. Other large groups came from Italy, 31,625 representing 16.2 per cent of the total; United States, 17,514 representing 9 per cent; Germany, 9,263 representing 4.8 per cent; Portugal, 7,930 representing 4 per cent; France, 7,872 representing 4 per cent; and Greece, 7,174 representing 3.7 per cent.

Of the immigrants arriving in 1965, approximately 37 per cent were born in Commonwealth countries or in Eire; 21 per cent in Italy or Greece; 7.3 per cent in United States; 8.3 per cent in Germany France, or The Netherlands; 5.5 per cent in Spain or Portugal; and 3.4 per cent in Poland or Yugoslavia.

The total number of 1966 immigrants was divided almost equally between labour force entrants and non-workers. About 51 per cent of the immigrants declared that they would enter the labour force. The other 49 per cent were wives, children and other dependents, or were retired persons. Of the workers, 26.1 per cent were classed as professional and managerial; 3.2 per cent, agriculture; 8.8 per cent, service; 34.3 per cent, manufacturing, mechanical, and construction; 16.7 per cent, clerical, commercial and financial; and 7.7 per cent, general labourers.

As in previous years, Ontario absorbed by far the greatest proportion of arrivals—namely, 55 per cent of the total. Quebec was second with 20 per cent. British Columbia received 13 per cent, the Prairie Provinces 9.5 per cent, and the Atlantic Provinces 2 per cent.

Male immigrants exceeded females by 5,955. Among the men, those aged 25-29 made up the largest group for a total of 18,328. Among the women, the 20-24 age group was the largest and totalled 18,738.

Of all persons arriving in 1966 who were 15 years of age or over, 56 per cent were married, 39.5 per cent single and 4.5 per cent either widowed, divorced, or separated. The number of unmarried men exceeded the number of unmarried women in all age groups up to 40 years. Females exceeded males in all other categories. There were 1,954 more married women, 3,001 more widowed women, and 384 more divorced or separated women.

IMMIGRATION REGULATIONS

Canada is adopting new Immigration Regulations to be applied universally, to give increased recognition to family relationships, and to be more closely attuned to Canada's economic needs, the Minister of Manpower and Immigration has announced.

For the first time, the principles governing the selection of immigrants are spelled out in detail in the regulations. An assessment system will permit immigration officers to apply the same standards in the same way to potential immigrants from all areas of the world. The policy removes discrimination against would-be immigrants from many countries in Asia and is aimed at making procedures more flexible.

According to recent estimates, if the past year's economic conditions prevail during the coming year as well, immigration to Canada under the new rules may increase from 200,000 to 220,000.

The policy divides immigrants into three groups:

- independents, welcome to come to Canada because they have a level of education or a marketable skill enabling them to adjust to a new country and stand on their own feet;
- dependents of persons already in Canada, mainly close relatives intending to live with their families rather than to seek work; and
- relatives who would need some family help to get started, but would be entering the labour force.

Independent applicants are assessed according to a point system involving a maximum score of 100 units. Fifty units is a passing score.

The applicant will be awarded points for:

- successfully completed years of formal education or professional, vocational and formal trade training or apprenticeship, to a maximum of 20 units;
- adaptability, motivation, initiative, resourcefulness, and other similar qualities, to be assessed during an interview with the applicant by an immigration or visa officer, to a maximum of 15 units, reflecting the officers' judgment of the personal suitability of the applicant and his family to become successfully established in Canada;
- the demand for workers with the applicant's job skills in the particular area in which he plans to settle, to a maximum of 15 units, to be assessed on the Department of Manpower and Immigration;
- occupational skill, to be assessed according to the applicant's most developed skill, to a maximum of 10 units;
- age of the applicant, to a maximum of 10 units, to be awarded if he is under 35;
- definite employment arranged by the applicant in a field that offers reasonable prospects of continuity, maximum 10 units;
- language skills in English, French, or both, up to 10 units; and
- choice of area of residence by the applicant, to a maximum of 5 units if a sponsoring relative resides there, and an additional 5 units if the area he chooses is one where labour demand is strong, and fewer units if the demand for labour is less strong.

An independent applicant who intends to establish a business or to retire in Canada may be assessed 25 units instead of having to meet skill and labour-demand tests, provided that the immigration officer is satisfied that the business to be established has a reasonable chance of success.

The interviewing immigration officer, however, may approve the admission of an applicant who does not achieve sufficient units of assessment, or refuse the admission of an applicant who does achieve sufficient units, if there are good reasons why the assessment does not reflect the particular individual's chances of successful establishment in Canada.

The major purpose of the new standards, the Minister said, is to select immigrants who can make a successful adjustment to life in Canada and contribute to Canada's progress.

Federations of Labour—Annual Conventions

The Nova Scotia, Prince Edward Island, Saskatchewan, Alberta and British Columbia Federations held their annual conventions during September and October.

NOVA SCOTIA

Nova Scotia unions pledged themselves to fight for a minimum wage of $1.75 an hour throughout the Province in a resolution passed unanimously at the annual convention of the Nova Scotia Federation of Labour, held in Halifax, September 27 to 29. The present range of minimum wages is from 80 cents to $1.10.

The resolution also urged the provincial Government to:

- abolish the wage zoning system;
- establish a working day of eight consecutive hours, and a working week of five days;
- require time and a half to be paid after eight hours a day; and
- transfer the final decision to prosecute offending firms from the Minister of Labour to the Minimum Wage Board.

In his address to the delegates, Dr. Thomas McKeough, provincial Minister of Labour, referred to increases in minimum wages made during the year, admitting that there were "certain inequalities yet to be overcome." But he went on to praise the Board's "extreme conscientiousness" and the progress it had made.

The delegates also passed resolutions condemning compulsory arbitration and the granting of injunctions in labour disputes. In this they followed the lead given by Donald MacDonald, Secretary-Treasurer and acting President of the Canadian Labour Congress, one of the principal speakers at the convention.

A resolution was passed that urged the Province to apply the "Freedman formula" by amending the Trade Union Act to provide that unions might strike during the term of a collective agreement when an employer refused to bargain in good faith on vital matters outside the contract.

At the opening session, President John Lynk made a sharp attack on the administration of Nova Scotia's medicare plan by Maritime Medical Care Inc. In the officers' report, Mr. Lynk said the announcement that the provincial Department of Health had signed an agreement with that body, which was sponsored by the medical profession, had come as a shock and a surprise.

He said that the Federation had advocated a program of medicare that would be operated by the Province and administered by the Department of Public Health, or by a commission set up by the Government. "Medicare . . . is a government-operated public program and as such should not be contracted out to the medical profession, but should be publicly administered with an arm's-length relationship between Government and the profession."

Donald MacDonald

Workers were right to defy the law and to go to jail in support of their basic union rights and freedoms, Donald MacDonald told the delegates in addressing the opening session of the convention. He cited government and the law as today's greatest enemies of organized labour. He attacked compulsory arbitration and court injunctions, whole-heartedly supporting workers who defied court orders.

He said that they had seen "the spectacle of the courts and judicial processes used to deny us — to strip us — of our elementary rights to bargain collectively and to strike when we have no other resort." Time and again throughout the country, as soon as "our people have gone through all the legal process [of conciliation], we see the unpalatable spectacle of these strikes being rendered futile by the injunction process. . . .

"It is the same in compulsory arbitration. Labour has been historically opposed to it — we recognize it for what it is. It demands the abridgement of the collective bargaining process. It doesn't permit workers to sit down with management as equals. Their basic freedom has been taken from them — their right to strike."

The convention unanimously passed a resolution urging that pressure should be put on federal and provincial Governments to tackle more effectively the problems affecting the economy of the Maritime Provinces. It was intended that this pressure should be exerted through an attempt to get all four Atlantic Federations of Labour to make a massive assault on the Canadian Labour Congress for support.

J. K. Bell, Secretary-Treasurer of the Federation, complained that a leading Nova Scotia company was storing 9,000,000 pounds of fresh frozen fish in order to maintain fish as a luxury food, at a time when many other nations were making it cheap and plentiful. The delegates passed a resolution asking federal and provincial Governments to promote a campaign to increase sales of fish. They also called on the federal Government to stop foreign vessels from fishing within the 12-mile limit.

A resolution was passed asking for amendment of the Nova Scotia Trade Union Act to include policemen within its scope. The move was intended to counter a recent proposal by the Nova Scotia Police Association for a police act, officials suggested.

In another resolution, delegates urged provincial ministers to play a more important part in getting new houses built, by leading and assisting municipalities to replace worn-out houses, particularly for low-income workers.

Other resolutions adopted urged:

- more speedy arbitration decisions;
- that fishermen should be brought under the Trade Union Act;
- 90-day work guarantees for rehired men;
- 30 days notice of layoffs and information about the length of layoff;
- compulsory severance pay for work-

ers with 10 years or more of service;
- cost-of-living increases in disability pensions;
- an increase in the burial expenses allowed by the Workmen's Compensation Board; and
- compulsory school attendance up to Grade 10 or the age of 18 years.

In the election of officers, President John Lynk and Secretary-Treasurer J. K. Bell were both re-elected without opposition. The following were elected Vice-Presidents: Harold Burdon, Tom Mombourquette, Don Murphy, William Noiles, Gordon Smith and C. A. Webber.

PRINCE EDWARD ISLAND

Organized labour was beginning to exert an influence in the Province, William Shields, President of the Prince Edward Island Federation of Labour, told the federation's third annual convention, held in Charlottetown on September 16. The meeting was attended by about 90 delegates from all parts of the province.

"As a result of submissions made to the Government, we have seen several of our recommendations made law," he said. "However, it remains to us to continue our requests for such time as is required to have them all implemented in the interests of all working people in the Province."

Mr. Shields said that the number of locals affiliated with the Federation had increased and that the Federation had given active support to the Labour-Management Relations Council.

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, who was the official delegate from the Federation's parent body, gave an address at the dinner.

"Since the unrest of about a year and a half ago," he said, "the possibility of a tightly organized and effective labour movement on P.E.I. has emerged." After being kept back for years, labour union organization was now going ahead, and it was being accepted in the Island without the dislocations and problems that had accompanied organization in many other parts of the country. He agreed with the delegates in regarding the establishment of a Department of Labour in the Province as an important step forward.

Everett MacLeod, Borden, was elected President of the Federation and Everett Baker was re-elected Secretary-Treasurer. Elected as Vice-Presidents were: Eugene Jeasome, Prince County; Dennis Thibodeau, Kings County; and Jim Coles and Bill Shields, Queens County.

SASKATCHEWAN

About 200 trade unionists at the annual convention of the Saskatchewan Federation of Labour, held in Moose Jaw from October 12 to 14, passed a resolution recommending that the Federation should "take all action possible" to bring about the repeal of Bill 2 (the Essential Services Emergency Act, passed in September 1966 to put an end to the Saskatchewan Power Corporation strike) (L.G., Feb. 1967, p. 103) which was described as being "repugnant" to the freedom of Canadians.

Another resolution called for the removal of "amendments introduced by the present Government" to the Saskatchewan Trade Union Act, which were called "anti-labour provisions." Another resolution asked that the SFL urge the Labour Relations Board to make proper use of its powers to order reinstatement, compensation for monetary loss, and "cease and resist," when dealing with unfair labour practices.

W. G. Gilby, President of the Federation, said that during the past year emphasis in Federation activities had been on taking the question of provincial trade union rights to the people. He also encouraged the delegates to place immediate emphasis on action, together with other organizations and elements in the community, on such important matters as human rights, particularly with regard to the program for the Indians and the Metis.

Hon. Lionel Coderre

The future prosperity of the Province today lies in co-operation between labour, management and government, said Hon. Lionel Coderre, Saskatchewan Minister of Labour, in an address to the convention. "I venture to prophesy that if 20 years from now the people of Saskatchewan turn out to have increased in number and are still to be prosperous and full of hope, this will be because labour, management and government have today recognized responsibility to the nation, and the duty . . . to train and educate the young generation for a harmonious and meaningful life," he said.

Two fundamental economic factors to be considered when discussing the future of labour were farm mechanization and automation. Less than a quarter of the Province's labour force was employed in agriculture. A shift was taking place to other occupations, and it would continue, the Minister said. The geographical position of the Province, high transportation costs, and sparse population would not attract large manufacturing enterprises, which "naturally gravitate toward the St. Lawrence Seaway or the West Coast," he continued. For these and other reasons, the development of labour in Saskatchewan would probably be along lines different from those in the United States, Ontario or Quebec.

Labour in the Province could not depend on large companies or Crown corporations to provide technical training and opportunities for promotion for young employees. This situation made it imperative for professional and farm organizations, and labour and management throughout the Province, to work closely together, he declared.

Other Speakers

Other speakers included William Dodge, Executive Vice-President of the Canadian Labour Congress, and the presidents of the Saskatchewan Teachers Federation and the Saskatchewan Farmers Union.

The recent increase to 8¼ per cent in the National Housing Act interest rate was sharply condemned by the convention. A resolution was passed saying that the increase could only have the effect of denying proper housing to a vast and growing number of people, and of increasing "disgraceful and divisive disparities already existing." The resolution urged the Federation to press hard to bring decent housing to all citizens.

The delegates also supported a resolution urging the Federation to endorse the kind of action taken by housewives regarding consumer prices, and urged affiliates of the SFL to intensify their activities on the problem of prices.

A resolution asking for a guaranteed price to farmers of $2 a bushel for wheat was approved. It was suggested that the federal Government be urged to take any steps necessary to stop the selling of wheat by the United States at "fire sale" prices, which was said to be depressing world wheat prices and jeopardizing the new wheat agreement.

The Federation "wholeheartedly" supported the Canadian Labour Congress in its opposition to the proposals put forward by the Confederation of National Trade Unions for equal representation with the CLC on the Canada Labour Relations Board. If granted, this would lead to fragmentation of existing national bargaining and would limit its further extension, said a resolution passed by the delegates.

Another resolution asked that SFL representatives on the Labour Relations Board write dissenting opinions in all cases in which they disagreed with the majority decision of the Board.

Officers Elected

W. G. Gilbey, Regina, was re-elected President without opposition. Other officers elected were: Mike Germann, Saskatoon, returned as one of the three Vice-Presidents (the other Vice-Presidents, whose terms did not expire were George Semeniuk, Prince Albert, and C. C. Cave, Moose Jaw); Fred Pomeroy, Regina, Secretary-Treasurer; Louis Steil, North Battleford, Recording Secretary; and William Lynch and William Radway, both of Saskatoon, alternate officers.

ALBERTA

The Alberta Federation of Labour, at its 12th annual convention held in Edmonton on October 19 and 20, decided to press for a number of changes in the Alberta Labour Act, in accordance with the report of a special committee. Among the changes proposed were:

- that the Board of Industrial Relations should work on a full-time basis and should consist of five members — two from labour and two from management, with an independent chairman; the chairman and the members would be separated from the civil service;
- that company unions should be prohibited by law;
- that unions should be allowed to conduct strike votes without government interference;
- an amendment to the Act to prohibit an employer from planting spies in a shop to report on and disrupt union activities;
- deletion of penalties against persons who engage in illegal strikes, and deletion of a clause in the Act governing strikes in essential industries. The committee argued that the clause was unnecessary because it had never been invoked.

Other resolutions urged:

- establishment of a minimum wage of $1.75 an hour instead of the present $1.25;
- legislation to provide for more paid vacations;
- formation of a crown corporation to develop and control the Athabasca oil sands;
- inauguration of a program to give support to the New Democratic Party;
- establishment of a compulsory automobile insurance plan similar to that in force in Saskatchewan;
- that the federal Government should be asked to require the provision of adequate safety devices in new and used cars;
- that full support should be given to a national health plan; and
- that the provincial Government should be asked to take part immediately in the medicare plan proposed by the Hall Commission.

Roy Jamha, President of the Federation, said that Alberta's Labour Act threatened the existence of an effective trade union movement in the Province. Reviewing what he termed several areas of concern to organized labour, Mr. Jamha said that, under the Act, a third party in a dispute could take out a court injunction against picketing. He accused employers of stifling the trade union movement and of trying to foist on employees company-controlled associations.

K. A. Pugh, Deputy Minister of Labour for Alberta, said that there were problems in labour relations in the Province, but that great strides had been made. "We have an industrial climate which is outstanding in Canada," he contended.

Hon. Raymond Reierson

Wages in Alberta now rival those in Ontario and British Columbia, said Hon. Raymond Reierson, provincial Minister of Labour, in an address to the convention. Only a few years ago, he said, industrial wage levels in Alberta were among the lowest in Canada. The most recent step in Alberta legislation had been the establishment of the $1.25-an-hour minimum wage, which would come into effect on January 1, 1968.

Mr. Reierson remarked on the passing of a resolution calling for a minimum of $1.75, and he said that he wished it had been possible to accede to the Federation's request, but that economic reasons must be taken into account.

Commenting on his recent appointment as Minister of Education, he remarked that the Federation seemed to think that labour might have been relegated to a secondary place in government circles, but he assured the delegates that this would not happen.

It was necessary for everyone to cooperate in order to develop higher knowledge and kinds of skill to meet the demands of an ever-changing society, the Minister said. In a country as richly endowed with resources as Canada, failure to become a great nation could only come about by the fault of its people. But he knew that Canada could depend on its people to make the most of their resources.

Joseph Morris

The federal Government's failure to provide a stimulus to the Canadian economy was condemned by Joseph Morris, Executive Vice-President of the Canadian Labour Congress, who was a speaker at the convention. He said that the Government's failure in this matter was causing the country to be faced with increased unemployment and the threat of a serious economic slowdown.

"The completion of many centennial projects across the country, as well as the winding-up of Expo, means the end of undertakings which have provided a great deal of work in construction and allied industries," he said.

The speaker rejected suggestions that labour was taking an unfair share of the economic pie, and he cited figures to show that wages had increased much more slowly than productivity. "In 1961, wages and salaries in Canada accounted for 50.7 per cent of the nation's gross national product. Five years later, in 1966, this figure had grown to 50.8 per cent for a huge increase of one tenth of 1 per cent," he remarked.

Mr. Morris asserted that the economic situation gave "considerable cause for alarm," and he called on the Government to lose no time in putting into practice policies designed to create jobs. He also urged that action was needed to level out wide disparities in wage rates. And turning to trade union matters, he said that, although there had been an improvement in organizational activities, there was still much to be done, as only 29 per cent of Canada's work force was unionized.

Structural Changes

The whole structure of the Canadian Labour Congress may be altered in the near future, according to Neil Reimer, New Democratic Party provincial leader and a CLC Vice-President. He made the remark in an introductory speech.

A special committee was reviewing trends in the modern world, he said, and its aim was to keep the CLC a useful and progressive force. He referred to new trends as being technological change and automation, corporation mergers, a surge of nationalism, and new methods used by right-wing forces to establish company unions.

More amalgamations of unions in the same jurisdictions were urged by Bud Henderson, President of the Manitoba Federation of Labour and a Regional Director of the Canadian Union of Public Employees. He said that there should be "an end to the perpetuation of anachronisms" that had the effect of creating "separatism" in the trade union movement. "If we haven't the sense to make some mergers, they will soon be forced on us," Mr. Henderson said.

A former president of the AFL, Jack Hampson, Calgary, told the convention that there was racial and religious discrimination within the trade union movement. He said that it was practised in hiring and promotions by labour organizations themselves. Speaking as moderator of a panel on human rights, he urged the delegates to fight discrimination on the job and in their unions.

Legislation Effective

Dean William Bowker of the University of Alberta law school, who was also a member of the panel, said he did not agree with the idea that legislation was not effective against discrimination. "You cannot make people like one another," he said, "but legislation can control their behaviour toward one another."

Dean Bowker said that legislation could be particularly useful in combating discrimination in employment and in public accommodation and housing. Alberta's Human Rights Act covered the first two,

he said, and the Province might perhaps move next to legislate against discrimination in the sale and rental of housing.

Alan Borovoy, Toronto, Secretary of the National Labour Committee on Human Rights, said that he agreed with Dean Bowker about legislation, and that he regarded the removal of discrimination in housing "as a role and objective of the labour movement."

He took issue with a view expressed by another panel member, Phil Thompson, Executive Member of the Alberta Indian Association and Chief of the National Indian Council, and also the first Indian to run for the provincial Legislature, who had said that Canada owed a debt to the Indians. But Mr. Borovoy suggested that Indians had an obligation to do something toward improving their lot.

Election of Officers

In the election of officers, Roy Jamha was re-elected President without opposition. Other officers re-elected were: Keith Johnson, Edmonton, first Vice-President; Pat Lenihan, Calgary, second Vice-President; and Peter Ugenecz, Edmonton, third Vice-President.

Frank Bodie, Edmonton, will continue as full-time Executive Secretary; but his other post of Secretary-Treasurer went to R. J. Noble, Edmonton.

BRITISH COLUMBIA

A controversy over the earlier suspension of four locals of the International Woodworkers of America for publicly criticizing Canadian Labour Congress Executive Vice-President Joseph Morris was a burning issue at the 12th annual convention of the British Columbia Federation of Labour, held in Vancouver October 23 to 27.

The strength of feeling aroused was shown by the efforts made to minimize the public airing of the dispute on the ground that it would be harmful to the labour movement in the Province; and by the strong challenge to the incumbent executive in the election of officers, in which the holders of two key positions were re-elected by narrow margins.

The fight had been expected by the executive, and in its annual report it went into great detail about the suspensions. Having taken the initiative, the executive later in the day arranged for a resolution on the issue to be brought up for debate.

After 90 minutes of heated discussion, a move to have the resolution referred back to committee, with instructions to add another section, was successful. Later on in the convention, a new resolution to replace the earlier one was introduced and was passed by the 500 delegates.

The earlier resolution had stated that it was Federation policy that all affiliated unions should keep their troubles out of the public eye. The new resolution called on the Federation to use its offices, influence and every means at its disposal to make sure that all affiliated unions kept their troubles out of the public eye and presented a united front to management. The effect of the new resolution was to remove the responsibility from the local unions and place it on the Federation; and after the President had appealed to the delegates to bury the past in the interests of the lumber workers who were on strike in the interior of the Province, it was passed without further discussion.

The delegates also adopted a report by the officers' committee that said in part, "It is regretted that this incident has had a divisive effect on the labour movement. It is our considered opinion that your officers acted in the best interests of the labour movement. . . . The committee firmly believes that no useful purpose can be served by pursuing this matter."

Delegates from the four locals that had been suspended attended the convention, because the suspensions had been lifted shortly before on the advice of the CLC.

President's Address

A strong plea for true labour unity to meet the increasing challenges confronting organized labour was made by E. T. Staley, President of the Federation, in his opening address to the convention.

Canadian unions were too weak to operate by themselves, Mr. Staley said. "The economic facts are clear. Many of our unions are too small to sustain themselves. Many of the companies we face are international in scope. We must cooperate with unions in other provinces and in the U.S."

Mr. Staley, who is himself an officer of an international union, the United Brotherhood of Carpenters and Joiners of America, told the delegates that there were too many unorganized workers in Canada. "In this Province we cannot afford to waste our time and money by fighting each other for each other's members."

Mr. Staley rejected, as nonsense, arguments about the large amounts of money being sent from Canada to the United States through union funds. The key to the development of Canadian autonomy and an increase in trade union membership in Canada lay in greater efforts to achieve trade union unity, he said.

Mr. Staley reported that the Federation now had 310 affiliated unions representing 134,000 members, an increase in membership of 6 per cent compared with last year.

William Dodge

Any attempt to slow down the economy at present would lead to a substantial increase in unemployment, William Dodge, Executive Vice-President of the Canadian Labour Congress, said in an address to the delegates. "This is a high price to pay to check the largely imaginary inflationary spiral," he added. There was no convincing evidence of a serious economic crisis in Canada caused by too rapid an increase in wages and prices.

Mr. Dodge expressed the view that the guidelines program would fail, and that the Government, when it was finally obliged to increase taxes, would want to be able to lay the blame at someone else's door.

Turning to the question of the right to strike, the speaker said that there was a growing clamour across the country for anti-strike legislation and for compulsory arbitration of disputes, particularly in hospitals, transportation, power and municipal services. This clamour was a clear danger to the labour movement.

"In fact, very few strikes have occurred which have clearly jeopardized an important community interest. Not even last year's railway strike did that." In the main, unions were not responsible for strikes in the so-called essential public services, Mr. Dodge argued.

"The major problem is the fact that the management of most of the institutions of government and essential public services has, to a great extent, been put in the hands of persons with absolutely no sense of responsibility toward their employees.

"They are the worst employers in the country, and because of the field in which they operate, they are almost always supported in the position they take by governments." Even if compulsory arbitration were justified in some cases it was not an effective instrument for the prevention of strikes.

Mr. Dodge said that the only way to eliminate strikes was to eliminate the cause of them. "It is not strikes but the right to strike that forces employers and employees alike to act responsibly. Take that right away and you do not eliminate strikes. You only make them illegal, longer, more difficult to settle, and perhaps more likely to breed turmoil, simply because they are illegal."

With regard to housing, he said that the CLC would encourage labour organizations to become a part of what he called a "third force" in housing. He urged unions to set up a study committee to consider ways of developing their own housing schemes with the help of 90-per-cent financing by the federal Government through the National Housing Act. Governments and free enterprise had failed the public in the housing crisis, and the public itself must take over, he said.

Alan Borovoy

Alan Borovoy, of the Toronto and District Labour Committee for Human

Rights, accused the provincial Government and B.C. employers of ignoring the province's Fair Employment Practices Act. Two days previously, he said, the Federation's human rights committee had conducted a telephone survey of five private employment agencies in Vancouver. The committee members had told the agencies that they were seeking workers, but that they would not employ Negroes, Orientals, East Indians, or Canadian Indians.

All of the agencies had agreed to supply labour on the terms described by the members of the committee, the speaker said. "Five out of five placement agencies were prepared to take job orders in violation of the Fair Employment Practices Act." He later refused to name the agencies, but he said that they had been chosen at random.

"Much more important than the position of these placement agencies is the fact that where a government is taking an initiative in enforcing human rights legislation, you are not going to have agencies behave in this way. The result is a disrespect in the community for legislation that few know about and nobody cares about," Mr. Borovoy said.

Compensation and Safety

The compensation and safety report, one of the last reports adopted by the convention, expressed a lack of confidence in the present Workmen's Compensation Board. "It has become obvious, both in testimony before the compensation Royal Commission and in the experience of local unions, that the attitude and behaviour of the present Workmen's Compensation Board is in large measure responsible for our problems with compensation." the report said.

"During the Board's term of office, the percentage of the labour force covered by workmen's compensation has declined. At the same time, the percentage of rejected claims has risen seriously," it added.

The convention condemned as an attack on collective bargaining, B.C. Premier William Bennett's proposal for compulsory wage and price guidelines. It approved an executive statement which said that the proposal was a further indication of "the failure of his own Government to meet its responsibilities." It denied that Canada was going through "a period of wage-push inflation" and said that there was no economic evidence to warrant "the kind of scare propaganda he is engaging in."

The Federation called on unions throughout the Province to oppose the Premier's "attack upon the process of collective bargaining."

Robert Strachan, Opposition Leader in the B.C. Legislature, told the delegates that they would have to become more active politically if they wanted to bring about the changes they sought. He said that those who were not active in politics were approving present labour laws, inadequate housing and medical facilities, rising prices and unemployment. "You won't stamp out injunctions until you stamp out Social Credit," he said.

The convention opposed the export of Canadian water until the country's present and future needs had been assessed and met, and it passed a number of resolutions proposing methods of combating pollution of water.

Election of Officers

Although the dispute about the suspension of the Woodworkers' locals had been settled earlier in the convention, the election of officers showed that there was still a deep division in the Federation.

President Staley was opposed by Rod Beaton, President of the lumber inspectors' local of the International Woodworkers (one of the locals that was suspended), but was re-elected by 402 votes to 96.

Secretary-Treasurer R. C. Haynes was re-elected by 276 votes to 243 in a contest with Ed Sims, President of the Vancouver Labour Council.

First Vice-President J. A. Moore was re-elected, defeating Jack Groves of the Victoria IWA local by 441 votes to 72. Third Vice-President Len Guy was also re-elected, defeating Charles Stewart, Amalgamated Transit Union, by 38 votes. George Johnston, of the Amalgamated Meat Cutters and Butcher Workmen of North America, and Pen Baskin of the United Steelworkers, were elected without opposition as second and fourth Vice-Presidents respectively. Mr. Baskin replaced Monty Alton, also of the United Steelworkers.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending".

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

The ILO and the Woodworking Industries

The International Labour Organization Tripartite Technical Meeting for the Woodworking Industries was attended by 200 representatives of governments, employers and workers of 26 countries, at a two-week meeting held in Geneva in September. The meeting adopted two series of conclusions on technological changes and safety, health and welfare.

The Meeting for Woodworking Industries is one of eight international Industrial Committees created in 1945 by the ILO to deal with the labour and social problems of major industries of world importance.

In the conclusions concerning technological changes in the woodworking industries, the meeting decided that:

- the adverse effects of technical innovation on employers and workers should be alleviated by appropriate measures;
- effective action should be taken for the care of the world's forest resources in accordance with proper conservation practices; and
- industrialized countries should give every practicable aid to the woodworking industries in developing countries, especially in terms of labour-intensive and of capital-intensive woodworking techniques.

Adequate investment in research work of interest to the woodworking industries was also called for. Such research should include technological and market studies; and international collaboration in the field of woodworking research should receive the wholehearted support of governments and of the woodworking industries. The meeting asked also that the ILO take whatever steps might be necessary to collect, translate, and disseminate information on vocational training methods available in the woodworking industries. Their conclusions dwelt on the advantages and problems that technical progress brought to employers and workers.

The representatives stressed that every effort should be made to increase safety and improve health in the woodworking industries, with particular attention to vocational training, safety and health consciousness. Various psychological approaches, such as propaganda, exhibitions, competitions and suggestions that have given good results, should be used. Dangerous products should be suitably labelled by appropriate symbols, especially those recommended by the ILO. Close co-operation with national and other international organizations in the exchange and dissemination of technical and toxicological information should be intensified to the extent desirable and possible, the delegates urged.

Other technical security recommendations included: standardized wiring on electrical machinery and equipment; accessible firefighting equipment; and adequate protection of compressed air, steam and very hot pressurized water installations.

The members adopted several resolutions:

- that the ILO include the woodworking industries in its program for specific industries, so that the problems of workers employed in those industries could be examined on a more regular basis than hitherto; and that studies be undertaken on specific problems faced by workers in woodworking industries;
- that the ILO intensify studies of the problems of unemployment and underemployment, and the use of manpower in general, in the woodworking industries, especially in the developing countries; and that it co-operate with all interested international organizations to enable developing countries to increase exports of semifinished or finished wood products;
- that the ILO promote solutions of social problems at present being encountered in these countries because of unemployment and underemployment in the woodworking industries, as well as other problems that may arise in the foreseeable future; and
- that the ILO pay special attention to opportunities arising for the woodworking industries from the shortage of housing accommodation that will become more acute in the majority of developing countries.

The meeting was chaired by Ambassador Endre Bakonyi-Sebestyén, Permanent Representative of Hungary in Geneva, in his capacity as governmental representative of the ILO Governing Body delegation. He was assisted by two vice-chairmen, Chief Mene-Afejuku (employer delegate, Nigeria) and Gerhard Vater (worker delegate, Federal Republic of Germany).

Canadian delegation

Head of Delegation and Government Delegate: Allan A. Porter, Chief, Wages Research Division, Economics and Research Branch, Canada Department of Labour, Ottawa. Government Delegate: J. L. Sisk, Director, Technical Services, Department of Labour, Fredericton. Worker Delegates: Jack MacKenzie, First Vice-President of Regional Council No. 1, International Woodworkers of America, Vancouver; Jacques Tardif, *Conseiller Technique, Fédération nationale des Syndicats du Bâtiment et du Bois (CSN)*, Quebec. Employer Delegates: C. H. Perrault, President and General Manager, *Casavant Frères Limitée*, St. Hyacinthe, Que.; J. R. Billings, President, Forest Industrial Relations Ltd., Vancouver.

Collective Agreements For Office Employees in Manufacturing

Hours of Work, Union Security, Vacation, Holiday and Other Provisions

Part I

Provisions contained in 178 collective agreements, covering 10 or more office employees of manufacturing establishments employing 15 or more office and non-office workers, were the subject of a recent study conducted by the Department's Economics and Research Branch. The agreements examined cover a total of 19,660 employees.

The findings of the study are being published in two successive issues of this journal. The agreement provisions dealt with in this issue are those regarding hours of work, union security, vacation, holiday and other provisions. Tables on these provisions appear with the text. In addition, there is a table showing the scope of the study by province.

Collective agreements selected for this study were those in manufacturing firms which in response to the Department's Survey of Working Conditions, indicated that they had collective agreements covering office workers with unions that were listed in the 1964 issue of *Labour Organizations in Canada*. These agreements covered such employees as general office workers, journalists and editorial staffs of newspapers, and draughtsmen.

Although most of the agreements in the study applied primarily to office employees, a few applied to both office and factory occupations. In these few cases, an effort was made to identify provisions affecting plant workers only, with a view to excluding these provisions from the analysis. Where this distinction could not be made on the basis of information available in the Department, all provisions in such agreements were included in the study.

A number of agreements, moreover, contained provisions that prescribed terms varying according to different office occupations. In these cases, the provisions pertaining to what was considered to be the majority of employees in the office bargaining units were studied.

Some of the principal findings of the study are:

- the 7½-hour day and the 37½-hour week are still the standard provisions for hours of work in collective agreements covering office employees in Canadian manufacturing industries;
- a five-day workweek prevails in 170 of the 178 agreements;
- voluntary checkoff of union dues appears, in one form or another, in approximately 40 per cent of the agreements; a compulsory checkoff is provided for also in about 40 per cent of the contracts;
- although 42 per cent of the contracts make no provision respecting membership as a condition of employment, the modified union shop, with compulsory membership for new employees and maintenance of membership for other employees, is specified in slightly more than one quarter of the agreements examined;
- all but 7 of the 178 agreements make provision for arbitration; 141 or 79 per cent provide for arbitration that is to be used only in differences arising out of the application, violation, or interpretation of the agreement; 30 contracts mention arbitration in other circumstances; provision for a Board of Arbitrators is made in 75 per cent of the contracts and for a single arbitrator in 15 per cent of the agreements;
- of the 178 contracts covering 19,660 employees, only two, affecting 70 employees, failed to mention a provision for paid vacation; all but 5 per cent of the contracts, covering 8 per cent of the employees, provided for a two-week vacation after various lengths of service; all but 6 per cent of the 178 agreements, covering 2 per cent of the employees, provided for a three-week vacation; the most frequent clause, covering 48 per cent of the employees and occurring in 43 per cent of the contracts, provided for three weeks of vacation after 10 years of service; a four-week vacation was provided for in 72 per cent of the contracts, covering 79 per cent of the employees; 34 per cent, covering 36 per cent of the employees, provided four weeks after 25 years of service;
- in all but 3 per cent of the agreements, there was provision for paid holidays; seven days a year was the minimum number and 12 days was the maximum; eight days, the most frequent number mentioned, occurred in 54 per cent of the agreements, covering 50 per cent of the employees.

About 91 per cent of the agreements, covering 93 per cent of the employees, applied to bargaining units in Ontario and Quebec. Some 57 per cent of the agreements were effective in Ontario, and 37 per cent of the employees covered were located in Quebec.

Part II will deal with provisions concerning pay for time not worked, such as paid meal periods and rest periods, premium pay for time worked, including overtime compensation, pay guarantees, special provisions for women, provisions covering older and/or handicapped workers, and miscellaneous provisions.

The complete study, including the charts and tables that have been omitted or compressed in this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

This study was planned and carried out by R. M. Charlton under the supervision of Félix Quinet, Chief, Collective Bargaining Division, and with the assistance of Barry Maloney, Emile Vallée, and Daniel Stace. Jean-Paul Ferland also assisted in the preparation of the coding schedule used in the analysis of the provisions. The Department wishes to acknowledge the co-operation of the companies and unions that made available the collective agreements required for the study.

It should be noted that, in a number of cases, the language used in the agreements was not altogether clear; in such instances, the provisions were classified, subject to the proviso that they may be open to other interpretations as well.

Hours of Work*

	Agreements		Employees Covered	
	No.	%	No.	%
Daily hours				
Not stated	8	4	810	4
6½ to 6¾	4	2	220	1
7	34	19	3,220	16
7¼	29	16	1,970	10
7½	75	43	10,010	51
7¾	8	5	670	4
8	20	11	2,760	14
Weekly hours				
Not stated	5	3	750	4
32½ to 34	3	2	190	1
35	31	17	3,140	16
35¾	3	2	70	—
36¼	25	15	1,860	10
36¾ to 37¼	8	4	360	2
37½	75	42	9,900	50
38½ to 39	7	4	650	3
40	20	11	2,720	14
Other	1	—	20	—
Work week in days				
Not stated	6	3	740	4
5	170	96	18,850	96
Other	2	1	70	—

*Refers to "normal", "regular" or "standard" hours of the majority of office workers. Agreements making no explicit reference to "normal", "regular" or "standard" hours were tabulated on the basis of straight time hours. Fraction of an hour is rounded to the nearest quarter hour.

The dash indicates a percentage of less than 0.6.

Coverage by Province

	Agreements	Employees Covered
Newfoundland	2	210
Prince Edward Island	—	—
Nova Scotia	1	90
New Brunswick	1	40
Quebec	60	7,230
Ontario	99	10,850
Manitoba	1	40
Saskatchewan	3	80
Alberta	—	—
British Columbia	9	780
More than one province	2	340

Union Security

	Agreements		Employees Covered	
	No.	%	No.	%
Membership				
No specific provision respecting membership as a condition of employment	75	42	10,510	53
Closed shop	—	—	—	—
Union shop	28	16	1,450	7
Modified union shop (compulsory membership for new employees, with maintenance of membership for others)	47	26	4,240	22
Modified union shop (compulsory membership for new employees, with no mention of maintenance of membership for others)	7	4	310	2
Maintenance of membership	21	12	3,150	16
Checkoff				
No specific provision for checkoff of union dues	17	10	970	5
Voluntary, revocable at any time	7	4	320	1
Voluntary, irrevocable	21	12	1,740	9
Voluntary irrevocable, with escape clause	41	23	5,100	26
Compulsory for all employees in open shop	20	11	2,950	15
Compulsory for all employees in union shop	16	9	1,020	5
Compulsory for all employees in modified union shop	12	7	1,370	7
Compulsory for all employees in maintenance of membership shop	9	5	1,090	6
Compulsory for employees hired after a certain date and for union members	11	6	450	2
Other	24	13	4,650	24
Preferential hiring				
No specific provision for preferential hiring (or rehiring) of union members	158	89	17,340	88
Some form of preferential hiring (or rehiring) of union members	20	11	2,320	12

Grievances and Arbitration

	Agreements		Employees Covered	
	No.	%	No.	%
Grievance procedure in dismissal cases				
No specific provision	92	52	10,860	55
Provision for special grievance procedure in dismissal cases	86	48	8,800	45
Compensation for grievance work				
No specific provision	108	61	8,550	43
Grievance representative(s) paid for time spent on grievances during working hours*	54	30	8,660	44
Grievance representative(s) paid for time spent on grievances during working hours with a definite restriction on the handling of grievances during such hours	4	2	770	4
Other	12	7	1,680	9
Scope of arbitration				
No specific provision for arbitration	7	4	440	2
Differences arising out of the application, violation or interpretation of the agreement only†	141	79	14,940	76
Scope of arbitration broader than above	10	6	2,270	12
Other	20	11	2,010	10
Number of arbitrators				
No specific provision	5	3	150	1
Provision for single arbitrator	26	15	4,170	21
Provision for board of arbitrators	135	75	13,680	70
Provision for either single arbitrator or board of arbitrators	12	7	1,660	8

*With no definite restriction placed on the handling of grievances during working hours. Need for prior permission, or limitation to "reasonable" or "necessary" time were not regarded as definite restrictions.

†Including differences as to whether or not a matter is arbitrable.

Pay for Time not Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Provision concerning paid holiday falling within vacation period				
No specific provision	51	28	4,770	24
Vacation extended	110	62	13,300	68
Extra day's pay	5	3	140	1
Other	12	7	1,450	7
Paid vacations - general				
No specific provision	2	1	70	—
Provision for more than one week*	176	99	19,590	100
Paid vacations - two weeks				
No specific provision	10	5	1,580	8
After 1 year or less	165	94	18,040	92
After 2 years	2	1	30	—
After 4½ years	1	—	10	—
Paid vacations - three weeks				
No specific provision	9	5	450	2
After: 1 year	6	3	1,520	8
1½ to 4 years	9	5	1,320	7
5 years	10	6	630	3
6 to 8 years	8	5	370	2
10 years	76	43	9,580	48
12 years	21	12	3,090	16
12½ to 14 years	4	2	200	1
15 years	34	19	2,480	13
25 years	1	—	20	—
Paid vacations - four weeks				
No specific provision	49	28	4,120	21
After: 1 year	1	—	20	—
10 years	2	1	450	2
15 years	3	2	80	—
18 years	4	2	1,660	9
20 years	45	25	2,440	12
22 to 23 years	8	4	760	4
25 years	58	34	7,070	36
28 to 29 years	6	3	2,970	16
Other	2	1	90	—

*Provisions under which the entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

The dash indicates a percentage of less than 0.6.

Continued on page 30

Pay for Time not Worked (*continued*)

	Agreements		*Employees Covered*	
	No.	*%*	*No.*	*%*
Provisions for entitlement to paid holidays†				
No specific provision	105	59	10,560	54
Employee must have worked both the day before and the day after the holiday	52	29	7,460	38
Employee must have worked either the day before or the day after the holiday	8	5	750	4
Other	13	7	890	4
Paid holidays (days a year)				
No specific provision	5	3	120	1
7	3	2	220	1
8	96	54	9,780	50
8½	5	3	1,060	5
9	45	25	7,200	37
9½ to 10	17	9	990	5
10½ to 12	5	3	260	1
Provision for paid holidays, number not specified	2	1	30	—

†Usually subject to extenuating circumstances such as approved leave of absence, illness, vacation.

The dash indicates a percentage of less than 0.6.

Book on Human Resources Published by ILO

The International Labour Office has published a book, *Human Resources for Industrial Development*, containing papers prepared for an international symposium planned by the newly established United Nations Industrial Development Organization. The purpose of the papers is to identify some of the major manpower and social problems encountered by developing countries in the process of industrial development, and to discuss action that needs to be taken both at national and at international levels if these problems are to be solved.

Part I is titled "Manpower for Industry," and discusses manpower requirements and their accompanying skills for industrialization; education and training programs to be set up; specific measures that countries might use for effective utilization of manpower; and training for managerial or technical skills for small manufacturing enterprises.

Part II, titled "Other Policy Issues," stresses the importance of enlisting the co-operation and active participation of different social groups; employment aspects of industrialization; progressive industrial technology and approaches to the problem of providing more productive employment in industry; and the effects of wage policy on the proceeds of industrial development.

The book is available from the Canada Branch, International Labour Office, 4th Floor, 178 Queen Street, Ottawa, at $2.50 a copy.

Wage-Price Restraint

Continued from page 10

that the norm for wage increases is nil, but that increases can be justified in relation to four criteria in the first White Paper of 1965" (L.G. 1965, p. 502). The White Paper laid down a norm for wage and salary increases of 3 to 3½ per cent, but recognized that increases above this might be justified by contributions to greater productivity, distribution of manpower, standard of living, and comparability.

The Prices and Incomes Act, 1967, continues to require advance warning of proposed wage or salary increases, and gives the Government power to refer any proposed wage or salary increases to the National Board for Prices and Incomes. If a proposed increase is referred to the Board, the Government can "freeze" it for three months while it is under consideration. If there is an adverse report from the Board, the "freeze" may be extended for a further period not exceeding six months from the date of referral. If wage and salary increases are put into effect while they are under reference to the Board, or contrary to a recommendation by the Board, the Government may also make an order to suspend their implementation for a period of not more than six months from the date of referral.

"The success of the policy during the last 12 months was largely due to the fact that it was accepted—though not agreed—by the Confederation of British Industry on behalf of the employers and the Trades Union Congress for the unions," said Sir Denis. The Government's powers are now limited to those cases that are referred to the National Board for Prices and Incomes.

The reaction of the British unions toward the prices and incomes policy was aired at the annual convention of the Trades Union Congress, held in September 1967 in Brighton (L.G., Dec. 1967, p. 746). One of the motions passed declared that a voluntary incomes policy should operate against a background of price control. The motion demanded that the Government operate this aspect of their policy rigorously. At the convention, the unions recognized that an elected Government should have some say over wages, salaries, prices, dividends and profits.

In the United States, the forecasts concerning the wage-price guidelines for 1967 were made public a year ago in a report released by the Council of Economic Advisers. The Council urged moderation of demand forces in the economy. At the same time, it acknowledged that guidelines designed to restrict wage increases to the long-term growth of labour productivity (L.G. 1964, p. 186) were likely to be broken during 1967 as a result of demands from a number of major unions for pay raises to cover at least part of cost-of-living increases.

The Council's forecast for 1967 predicted a rise in total U.S. production by $47 billion to a gross national product of $787 billion, a 6.3 per cent increase. This, however, is significantly less than the gain in the gross national product for the previous year of 8.6 per cent.

The report urged companies to follow the price guideposts and to accept lower profit margins during 1967. The Council, however, dropped its efforts to lay out a yardstick for measuring acceptable wage increases during the year, though there is some reason to believe that the guideposts had a moderating effect on wage increases during 1962-65. Conversely, the Council noted, the primary source of the rise in consumer prices lies in areas in which the guideposts have no applicability: in farm products, where prices have risen considerably, despite rapid productivity gains; and in services, where the wages and professional incomes of unorganized workers have also risen rapidly.

Employment Fatalities in Canada

Third Quarter, 1967

The employment fatalities covered in this review affected persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department, from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department has received reports on 239 employment fatalities that occurred in Canada during the third quarter of 1967. During the previous quarter, 232 fatalities were recorded. This is 28 more than the previously published total of 204 (L.G., Nov. 1967, p. 688). In the third quarter of last year, 372 were recorded—95 more than the preliminary figure of 277 (L.G., Jan. 1967, p. 22).

During the quarter, seven multifatality accidents brought death to 29 workmen. Six fishermen died when their herring seiner collided with a tugboat and capsized near Yarmouth, N.S., and six construction workers died in a car crash in Hinton, Alta.

Four railroad employees were killed when a passenger train collided with a freight train in Dunrankin, Ont., and another four persons died in an Eastern Provincial Airways crash near Williamsport, Nfld. Three construction workers died when they were overcome by toxic gas in a mine shaft in Sudbury, Ont. Another three miners died in a rockfall at the Fluorspar Mine in St. Lawrence, Nfld. and two policemen and a watchman burned to death in a fire in Repentigny, Que.

Three industry divisions accounted for 66.6 per cent of the total number of fatalities.* Of the total, 70 fatalities occurred in construction, 57 in transportation and 32 in manufacturing. The remaining 33.4 per cent were distributed in the other industry divisions as follows: mining, 9.2 per cent; forestry, 5.0 per cent; trade, 4.2 per cent; public administration, 3.8 per cent; agriculture, fishing and service, 3.3 per cent each; and finance, 1.3 per cent.

*See Table H, p.68.

The 25-44 age group accounted for 41.9 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 28.0 per cent, and the remaining 30.1 per cent were distributed in the other age groups: 20-24 age group, 18.4 per cent; 14-19 age group, 6.3 per cent; and the 65 and over age group, 5.4 per cent.

Two occupational divisions accounted for 56.6 per cent of the total number of fatalities: craftsmen, production process and related workers, 39.8 per cent; and transport and communication workers, 16.8 per cent. The remaining 43.4 per cent were distributed in the other occupational divisions: miners, quarrymen and related workers, 10.9 per cent; labourers and unskilled workers, 10.0 per cent; service and recreation workers, 5.0 per cent; loggers and related workers, 4.6 per cent; fishermen, trappers and hunters, farmers, and managerial workers, 3.3 per cent each; professional and technical occupations workers, 1.7 per cent; sales workers, 0.9 per cent; and clerical workers, 0.4 per cent.

Three accident-type categories accounted for 61.5 per cent of the total number of fatalities. These were: collisions and derailments, 28.5 per cent; struck by different objects, 18.4 per cent; and falls and slips, 14.6 per cent. The remaining 38.5 per cent were distributed in the other accident-type categories: caught in, on or between different objects, 10.4 per cent; contact with electric current, 7.1 per cent; inhalations, absorptions and industrial diseases, 6.3 per cent; conflagrations, temperature extremes and explosions, 5.9 per cent; miscellaneous accidents, 4.6 per cent; and over-exertion, 4.2 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 44.3 per cent of the total number of fatalities that occurred in construction and 43.9 per cent in transportation. The 45-64 age group accounted for 43.8 per cent of the total number of fatalities in manufacturing.

A similar cross section examination of these industries, to pinpoint the main concentration of fatalities by occupation, shows that craftsmen, production process and related workers accounted for 65.6 per cent of the total number of fatalities that occurred in manufacturing, and 60.0 per cent in construction. Transport and communication workers accounted for 52.6 per cent of the fatalities in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 75.0 per cent of the fatalities in the fishing industry and 54.5 per cent in transportation were the result of collisions, derailments and wrecks.

During the quarter, there were 99 fatalities in July, 94 in August and 46 in September. By province, the largest number of fatalities, 94, occurred in Ontario. In Alberta there were 51, and in British Columbia 30.

Consumer, October 1967

The consumer price index (1949 = 100) decreased by 0.1 per cent to 150.5 in October from 150.7 in September. It was 3.6 per cent higher than the October 1966 level of 145.3.

The food index declined 0.5 per cent to 147.8 from 148.5. Lower prices were reported for some fresh fruits and vegetables. Beef prices were higher in contrast to most pork items. Sugar prices declined, but other miscellaneous groceries, including tea, jam and soft drinks, registered advances. The price of butter was fractionally higher over the one-month period. Fresh milk and bread prices remained unchanged.

The housing index rose 0.3 per cent to 153.1 from 152.6 as a result of a general increase in rents and costs of new houses. The household operation component increased fractionally as higher prices for furniture and appliances were offset by lower prices for floor coverings, household textiles and supply items.

The clothing index decline of 0.7 per cent to 133.7 from 134.7 was attributable to lower prices for women's wear, especially fur coats, outerwear, footwear, and piece goods. Prices for children's wear advanced by nearly 2 per cent and men's wear fractionally.

The transportation index decreased 0.3 per cent to 157.9 from 158.4, reflecting the introduction of lower rail fares in off-peak travel months.

The health and personal care index moved up 0.9 per cent to 193.2 from 191.4, as a result of increased professional fees for health care services, which outweighed a further 1.8 per cent decrease in pharmaceutical prices. Some personal care supply items, including toilet soap, toothpaste and cleansing tissues, registered minor advances.

The recreation and reading index rose 0.4 per cent to 169.4 from 168.7, mainly as a result of higher admission prices to sporting events and increases in the price of phonograph records.

The tobacco and alcohol index was unchanged at 128.6.

Group indexes a year ago in October were: food 145.6, housing (shelter and household operation) 146.1, clothing 129.2, transportation 151.1, health and personal care 182.7, recreation and reading 159.2, and tobacco and alcohol 126.4.

City Consumer, October 1967

Consumer price indexes declined between September and October in six regional cities, advanced slightly in two, and remained unchanged in two. Movements ranged from a decrease of 0.3 per cent in Toronto to a rise of 0.2 per cent in Ottawa.

Food indexes were lower in all cities, with the declines ranging from 1.3 per cent in Winnipeg and Vancouver, to 0.3 per cent in Montreal. Housing indexes advanced slightly in all cities except Montreal, where there was no change. Mixed movements were registered in the clothing indexes, ranging from an increase of 0.6 per cent in Ottawa to a decrease of 1.3 per cent in Montreal and Toronto. The transportation indexes declined slightly in all regional cities except Winnipeg, where there was no change from the previous month. The health and personal care indexes advanced by varying amounts in all cities except Montreal, reflecting a general increase in professional fees. The recreation and reading indexes rose in all cities except Montreal; the tobacco and alcohol indexes did not change.

Regional consumer price index point changes between September and October were: Toronto −0.4 to 151.8; Montreal −0.3 to 148.8; Winnipeg −0.3 to 146.8; Saskatoon-Regina −0.3 to 140.6; Edmonton-Calgary −0.3 to 141.7; Vancouver −0.2 to 144.9; St. John's remained the same at 130.8*; Saint John remained the same at 145.7; Halifax +0.1 to 142.5; +0.3 to 148.6.

Wholesale, September 1967

The general wholesale index (1935-39 = 100) moved up to 264.7 from 264.6 and was 1.5 per cent higher than the September 1966 index of 260.7. Five of the eight major group indexes increased, and three declined.

In the non-ferrous metals products group the index rose 1.9 per cent to 244.6 from 240.0 as a result of higher prices for nickel. Reflecting price increases for paint and paint materials and organic chemicals, the chemical products group index advanced 0.7 per cent to 213.8 from 212.3. An advance of 0.4 per cent to 295.4 from 294.1 occurred in the animal products group index due to price increases for fishery products, livestock, fresh meats and milk. The wood products group index rose 0.4 per cent to 349.3 from 348.0 on higher prices for cedar and pine lumber. The iron products group increased 0.1 per cent to 274.3 from 273.9.

The vegetable products group index moved 1.4 per cent lower to 228.0 from 231.2 on price decreases for grains, potatoes, and milled cereal foods. A decline of 0.5 per cent in the textile products group index to 251.6 from 252.9 reflected lower prices for cotton fabrics, domestic and imported raw wool, and worsted and wool cloth. The non-metallic minerals products group index moved down to 200.0 from 200.1.

*On base June 1951 = 100

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.7 per cent to 257.3 from 259.0 in the three-week period September 29 to October 20. The animal products index declined 1.4 per cent to 327.6 from 332.2, and the field products index advanced 0.6 per cent to 187.0 from 185.9.

U.S. Consumer, Sept. 1967

The United States consumer price index (1957-59 = 100) rose by 0.2 per cent between August and September. The index in September was 117.1 and for August it was 116.9.

Increases in services, medical care, home repairs, property taxes and insurance, accounted for the September advance. Prices were higher for women's and girls' apparel, gasoline, used cars, tires, coal, fuel oil, furniture and appliances.

With a decline in the prices of vegetables, eggs, pork, apples and grapes, there was an overall drop in the food price index to 115.9 from 116.6.

The overall consumer prices were 2.6 per cent above a year ago.

British Retail, Sept. 1967

The British index of retail prices (Jan. 16, 1962 = 100) was 118.8 at September 19, compared with 118.9 at August 22 and 117.1 at September 20, 1966.

The index for the food group as a whole dropped by less than 1 half of 1 per cent to 116.7, compared with 117.3 in August.

In the food group, reductions in the prices of fresh vegetables and apples were partly offset by increases in the prices of eggs.

In the miscellaneous goods group, price increases were registered for newspapers and periodicals and for some other items in the group. The index figure rose by nearly one half of 1 per cent to 113.5, compared with 113.1 in August.

In the remaining eight groups, there was little change in the general level of prices.

Rehabilitation Awards, 1967

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

The Reader's Digest Award, given annually to the person, group of persons or agency that is judged to have done the most during the year to serve the disabled, this year was presented to Recreation for the Handicapped Inc., of Montreal.

The award was made by E. P. Zimmerman, President of the Reader's Digest Association (Canada) Ltd., at the annual meeting of the Canadian Rehabilitation Council for the Disabled, held in Toronto in October.

The award, in the form of a framed certificate and a cheque for $500, was accepted on behalf of the agency by its President, Mrs. John S. Corbett. Also present were Mrs. Rose Sedlezky, Executive Director of the Agency, and Miss Nicole Hicken, Co-ordinator of Special Services for the Handicapped, Expo 67.

"Recreation for the Handicapped Inc." is the first agency of its kind in Canada. It was begun as a pilot project of the Montreal Council of Social Agencies, and it has been a trail-blazer in offering recreational services and facilities for the disabled. Until then, recreation for the handicapped had been thought of as part of the therapy routine. But this organization realized that the disabled needed recreation as much as the able-bodied. Consequently it has worked to provide greater opportunity for disabled persons to participate in community recreational activities, and has helped to organize programs to suit the needs and inclinations of the disabled in the community.

The organization, acting for the Rehabilitation Council for the Disabled and other agencies across Canada, planned and organized a separate section of the Canadian Symposium on Recreation, held in Montreal in June, to consider the subject, "Recreation for the Handicapped —Whose Responsibility?" Through careful planning, selection of speakers, and workshop sessions, recreational directors and personnel from community centres across Canada were given a broader understanding of the recreational needs of disabled persons, and of the ways in which they could extend their services to them. The agency, working in close co-operation with the Special Services for the Handicapped Division of Expo 67, provided the disabled in Canada and elsewhere with an opportunity to visit and enjoy the World's Fair.

Recreation for the Handicapped Inc. played an important part in the production of the booklet, "Your Pocket Counsellor to Expo 67," which was widely distributed across Canada and abroad, so that thousands of handicapped, disabled, aged or infirm people were told how they could get to Expo and what they could see there.

The C. Douglas Taylor Award

The C. Douglas Taylor Award, the highest award that the Rehabilitation Council can give to an individual, was presented to Hon. L. C. Currie, Chief Justice of the Province of Nova Scotia.

Mr. Justice Currie has given long years of service to the disabled in Nova Scotia and throughout Canada. He has voluntarily given his time, energy and advice in an endeavour to provide better treatment, counselling, training, and educational services for handicapped adults and children.

From 1954 to 1956 he was the national president of the Canadian Foundation for Poliomyelitis and Rehabilitation (now merged nationally with Easter Seal agencies to form the Rehabilitation Council). Although he has recently been appointed head of the Supreme Court of his Province, the Chief Justice has not reduced in any way his interest or his service. In the past month, he has accepted the presidency of the Nova Scotia Chapter of the Rehabilitation Council, the agency in that Province that serves both crippled children through Easter Seals and handicapped adults through the March of Dimes.

Special Centennial Award

In recognition of the many excellent special services for the handicapped provided at Expo 67, and in appreciation of the thoughtfulness and concern that led to their planning, the Canadian Rehabilitation Council for the Disabled made a special award to the Canadian Corporation for the 1967 World Exhibition.

In asking Miss Nicole Hicken to present the award to Expo Commissioner Pierre Dupuy, the President of the Council, R. Bruce Grey, said that the board of directors wished to express the thanks of the disabled in Canada and around the world for the care and concern shown to the handicapped. This is the first time that a world's fair, exhibition, or similar international event, has considered the handicapped from the outset.

"We are proud that this precedent was established in Canada," said Mr. Grey. He also asked Miss Hicken to convey the appreciation of the handicapped, and all who work on their behalf, to those at Expo whose care, concern and humanity in planning made it possible for the aged, the blind and the disabled to be there.

Committee for an Area

Labour-Management
Consultation Branch

The difficulties facing a young labour-management committee in a factory or service industry are real enough. But when a committee must represent not one place but a geographical area, the difficulties can be compounded.

The Plumbing Industry Labour-Management Committee in Edmonton looks after 60 contractors and 1,500 union members. Its domain is the northern half of Alberta.

The committee itself comprises three members each from the Canadian Plumbing and Mechanical Contractors Association (Alberta Branch), and Local 488, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC).

Now in its second year, the committee grew out of a situation in which the "collective" had been driven out of collective bargaining. Since then, however, it has made definite headway, complementing the return of normal bargaining practices. But its membership fully realizes that the major task is still ahead.

James McBride, President of Industrial Power Installations Ltd., who started the committee rolling in March 1966, sums up accomplishments to date: "The six who make up the committee have arrived at a basis of trust and understanding."

The job now is to transfer that "trust and understanding" to the contractors and unionists. "Neither union nor management really believes we're for real. What we have to do now is to get them to believe in the committee," Mr. McBride said.

As another committee member, union Business Agent H. G. Stevenson, puts it: "The committee hasn't got through to the membership yet. We're looking for ways to spread trust."

Association chairman Clifford Williams, who is President of Williams Plumbing and Heating Ltd., and a former union official, believes that the committee has accomplished phase one of its program, in that it's "off the ground now." Phase two is the spreading of the committee's good will throughout the industry.

In 1965, an agreement was signed ending four and a half years of disorder, a time of autonomous union locals and of separate deals between companies and employees that undermined the cohesion of the union. Mr. Williams endorsed the committee because "the fact of the (1965) agreement was not necessarily going to solve all that." The agreement alone would not heal the wounds inflicted in what they now refer to as "the dark ages."

"If we can convince our respective sides that they should bargain in good faith, we will have achieved something," says Mr. Williams. The next contract is due in 1969.

The committee concentrates at once-a-month meetings on interpreting the last agreement. Recently the committee came to a decision on a dispute, but the contractor involved chose to ignore it. Another difficulty that hinders progress of the committee is that some contractors in the industry don't belong to the contractors' association.

The committee expects to cut back grievances by strengthening lines of communication with unionists and contractors. At present it needs money to put out a newsletter explaining its achievements. "After all, we can't blame anyone for not being aware of the committee," says Mr. Williams. "It's going to take time to make it fully effective."

Mr. Williams believes that everyone would benefit if the committee was given more power "so that we could expect both sides to accept our unanimous decisions." This will hinge on whether a clause to this effect is inserted in the 1969 agreement. The committee also plans to step up its clause-by-clause search in the "gray areas" of the agreement for wording that is more effective and precise—the idea being to eliminate potential trouble spots and to ease future negotiations.

* * *

"Our meetings are not earthshaking," comments Brian Cunningham, Manager, Westeel-Rosco Ltd. at Saskatoon, Sask. "We get together in a friendly way; nobody is pushed around. The employees feel their problems are being looked at."

A labour-management committee has been operating at the plant since 1957—though not always on a regular basis. The 130 employees are members of Local 4235, United Steelworkers of America (AFL-CIO/CLC).

Mr. Cunningham's comment that the joint consultation committee focuses on employees' problems is enlarged on by a unionist on the Westeel committee. Says Sidney Piddlesden: "Before the committee was started, if one employee had a complaint, there was nothing done about it. They (management) figured 'he's the only one that complained about it.' Now, since we've had the committee, the lone employee who has a problem gets attention."

Union Secretary Henry Ritchie comments: "The only other way you can communicate is by putting in grievances." He adds that the committee has "no noticeable" influence on contract negotiations—"but we are closer with management."

As well as through labour-management meetings, a continual flow of information is maintained through "tool-box meetings." Every two weeks, all employees in the two departments, welding and sheet metal, gather with their supervisors to deal with day-to-day problems. These 10-minute meetings are used to bring out minor problems. Employees and their bosses talk literally "over the tool boxes." Common topics include housekeeping, safety, and suggestions for more efficient work methods.

Many of the questions that are not solved during a tool-box meeting are put on the agenda for the next labour-management meeting. Mr. Piddlesden says that "over a year, there are very few questions that are not attended to, or at least considered."

According to Mr. Cunningham, the meetings—tool-box and labour-management—help management measure the mood of the plant. "We can get an idea of undercurrents . . . an idea of the general morale," he says.

Adult Learning Capacity

Older Workers' Section
Department of Manpower
and Immigration

The International Management Seminar held by the Organization for Economic Co-operation and Development in London, England in the fall of 1964 concentrated on job redesign and occupational training for older workers. What follows is a brief summary of the occupational training aspects contained in the seminar's final report.

"On the whole, industrial experiences have shown a decline in the performance of older people on training courses, and it is generally recognized that special problems are involved in the training of older workers. Laboratory studies provide the necessary basic information about the ability of adults to learn. Such studies . . . have identified some of the difficulties older people experience in learning, and sought to investigate the reasons for the apparent loss of learning ability with increasing age. Once the reasons . . . are known, it should be possible to improve adult training programs."

The report discusses the learning process in some detail, and points out that learning is not a single process, but is in fact composed of three elements: registration, retention and recall. Older trainees may encounter difficulties at any stage because of declining capacity.

Registration is the process of receiving information through the senses, and understanding and assimilating it. Here it is important that the adult learner have time to assimilate the information and to integrate it with what he already knows. Retention is short-term memory and the more permanent registration. Older persons appear to have difficulty retaining more than one item at a time. Recall is the reproducing of what has been learned. Here research has shown that older persons can display practical knowledge which they cannot set out in words or writing. Other factors in the learning process are motivation, intelligence, and methods—and their effects are described in the report.

The main conclusion of laboratory studies on adult learning capacity is that, although older persons can be trained, the methods of training must be adapted to their capabilities. Motivational problems must first be overcome, and material presented at a speed that will allow assimilation. Most of the learning process phase should be limited to the practical, and theory held to essentials.

Adult Retraining in Industry

There are six main retraining areas in industry:

- training existing employees in new jobs or bringing them up to date in their own jobs;
- training new employees;
- training groups of workers who lose their jobs following industrial closures;
- special training schemes for older workers;
- training older people who have been unemployed for long periods of time; and
- training for re-entry into occupations previously held.

Companies may be reluctant to accept new employees over the age of 50 for training, but they often retrain their own middle-aged employees. Although many companies claim success, few keep comprehensive records that would allow evaluation of the relationship between age and success in retraining. Evidence from the United States shows that successful retraining depends on such factors as the length of formal schooling and the relationship of the new job to the old in terms of skill, status and income.

In many countries, it was found, older workers passed their retraining with a below-average grade, but with more training time, achieved the average. A number of companies found that the calibre of the trainee and his attitude were more important than his age.

The retraining of older workers following an industrial closure necessitated special training facilities, a state subsidy, and special training techniques. All of the foregoing factors are needed in retraining the long-term unemployed—together with guidance in re-motivation to assist them in recovering from the effects of unsuccessful job hunting.

Training of the older worker is also affected by his attitude toward change and training, and his lack of educational background. Fear of failure is perhaps the most serious problem he faces, but this may largely be overcome by counselling and a few days "reschooling" in classroom practices.

Although the London seminar was concerned with the problems of retraining older workers, stress was laid on the need for the provision of continuous training throughout one's working life. If people are to be prepared for the inevitable changes in their working lives, three questions must be considered: What are the basic educational requirements on which to build throughout life? What changes in training methods are necessary to suit trainees of different ages? What institutional developments are required to provide for continuous training?

Employment and Unemployment In October

Employment decreased by 74,000 to 7,437,000 between September and October 1967, but was 113,000 higher than a year earlier.

The labour force, at 7,691,000, was 39,000 lower than in September, and 172,000, or 2.3 per cent higher than a year earlier.

Unemployment increased by 35,000 during the month from 219,000 in September to 254,000 in October, and was 59,000 higher than in October, 1966.

Total unemployment in October represented 3.3 per cent of the labour force, compared with 2.6 per cent in October 1966, and 2.4 per cent in October 1965.

Employment

Employment, at 7,437,000, decreased by 74,000 from September to October.

In British Columbia, it was substantially higher than a year ago, in the Atlantic region and Ontario it was moderately higher, and in Quebec and the Prairies, there was little year-to-year change.

In non-farm industries, employment declined by 42,000 between September and October. Decreases of 33,000 and 18,000 occurred in construction and manufacturing, the reduction in manufacturing resulting, in part, from layoffs in the automotive and parts industries, following a major industrial dispute in the United States. The decrease of 32,000 in farm employment was about normal for the period.

Employment was higher than a year ago in community, business and personal service (73,000), agriculture (42,000), and trade (34,000). Manufacturing employment was 66,000 lower, and construction employment was down 29,000.

Unemployment

Unemployment, at 254,000, was 35,000 higher than in October 1966; the increase was mainly among men 25 years of age and over. Of the 254,000 unemployed, 190,000, or 75 per cent of the total, had been out of work for less than four months. Of the remainder, 35,000 had been unemployed four to six months, and 29,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Wage Schedules Prepared In September

During September, the Department of Labour prepared 277 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 264 contracts in these categories were awarded. In addition, 282 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Indian Affairs and Northern Development, Post Office, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 10,321.00
Defence Production	125	1,109,303.00
Post Office	9	327,500.20
Royal Canadian Mounted Police	23	510,250.16

During September, the sum of $9,281.10 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 230 workers concerned.

200 technical assistance specialists sought by ILO

About 200 specialists in the field of technical assistance are being sought by the International Labour Organization for work in 50 countries.

The ILO's large technical co-operation program needs specialists in the fields of economics and statistics, manpower organization, vocational training, management development, small industry development, social security, occupational safety and health, workers' education, labour law and labour relations, labour administration, and co-operative and rural institutions development.

The length of appointments varies from three to 12 months. Candidates must be at least 35 years old, possess a satisfactory knowledge of English, French or Spanish, and have excellent health.

Salaries range from $10,000 to $20,000 a year and are accompanied by a wide variety of benefits.

Applications for employment may be obtained by writing to: The Director, Canada Branch, International Labour Office, 106½ Rideau Street, Ottawa 2.

U.S. federal employees union marks 50th anniversary

The National Federation of Federal Employees in the United States marked their 50th year as a public service union with a banquet sponsored by the District of Columbia Federation in Washington last September.

In 1917, when the Federation was founded, 63 per cent of the officers and employees of the executive civil service were covered by civil service rules. Now, 50 years later, nearly 90 per cent are covered. Union membership has grown about one third since 1961 to a total of more than 1,000,000. About 90 per cent of postal employees and about 22 per cent of other federal employees have exclusive representation.

Some of the specific gains cited by the NFFE are:

- better communication and understanding between management and employees;
- concrete improvements in such areas as safety practices, work scheduling, control of sick leave abuse, and general working conditions;
- better handling of employee grievances—fairer procedures and more thoughtful decisions; and
- the maintenance of reasonably harmonious relations, with a growing conviction that "the public interest is paramount."

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during October. It granted eight applications for certification, rejected four, ordered one representation vote, and granted one application for the revocation of a previous certification. During the month, the Board received nine applications for certification and permitted the withdrawal of five such applications.

Applications for Certification Granted

1. International Longshoremen's Association on behalf of a unit of employees engaged in the loading and unloading of ships and in the receiving and delivering of freight at the Port of Montreal, employed by Clarke Steamship Company Limited, Montreal, Que. (L.G., Dec. 1967, p. 752).

2. International Longshoremen's Association, Local 1930, on behalf of a unit of grain elevator employees of Three Rivers Elevators Ltd., Trois-Rivières, Que. (L.G., Sept. 1967, p. 581).

3. Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed in the carriage of mail by Federal Delivery Inc., Ste-Foy, Que. (L.G., Nov. 1967, p. 698).

4. Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail truck drivers employed by H. O. Grenier, St-Pascal, Que. (L.G., Nov. 1967, p. 698).

5. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of warehouse and shop employees employed at the Toronto terminal of Midland Superior Express Limited, Calgary, Alta. (L.G., Dec. 1967, p. 753).

6. United Brotherhood of Carpenters and Joiners of America, Lumber and Sawmill Workers, Local 3012, on behalf of a unit of employees of Restigouche Log Driving and Boom Company, Campbellton, N.B. (L.G., Dec. 1967, p. 753).

7. General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees employed in the North Vancouver branch of Security Storage (Division of Motorways Van Lines Ltd.) Winnipeg, Man. (L.G., Dec. 1967, p. 753).

8. United Steelworkers of America, Local 6536, on behalf of a unit of employees of Arctic Mining and Exploration Limited (N.P.L.), Vancouver, B.C., employed in the company's operation near Carcross, Y.T. (L.G., Dec. 1967, p. 753).

Applications for Certification Rejected

1. Grand International Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, Montreal, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., June 1967, p. 363) (Reasons for Judgment published in L.G. Supplement No. 8, 1967).

2. International Association of Machinists and Aerospace Workers, applicant, and Bristol Aerospace Limited, Winnipeg, Man., respondent (L.G., June 1967, p. 364). The application was rejected because the Board found the employees affected were not engaged in an undertaking that is subject to the Act.

3. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, J. E. Fortin Transport Inc., Blackpool, Que., respondent, and Robert Fortin, *et al.*, interveners. The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board (L.G., Dec. 1967, p. 752).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, applicant, and Yukon Welding, Whitehorse, Y.T., respondent (L.G., Dec. 1967, p. 753). The application was rejected because it was premature under Sec. 7(4) of the Act.

Representation Vote Ordered

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Kraus Transport Limited, Toronto, Ont., respondent (L.G., Nov. 1967, p. 698), and Ronald H. Brown, *et al.*, interveners. The Board directed that only the name of the applicant appear on the ballot (Returning Officer: H. A. Fisher).

Application for Revocation Granted

Kenneth Eiswerth, *et al.*, applicants, Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent, and Continental Trucking Ltd., Saskatoon, Sask., respondent (L.G., Dec. 1967, p. 753). The application was for the revocation of the Board's order of July 26, 1966, certifying the respondent union as bar-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

gaining agent for a unit of employees classified as truck driver, mechanic, and truck driver/salesman.

Applications for Certification Received

1. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck maintenance employees of Smith Transport (U.S.) Ltd., Scarboro, Ont. (Investigating Officer: H. A. Fisher).

2. Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of McKee Moving & Storage Co. Limited, Saskatoon, Sask. (Investigating Officer: A. E. Koppel).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees employed by Pettapiece Cartage Limited, Leamington, Ont. (Investigating Officer: H. A. Fisher).

4. General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of Canadian employees of the Buffalo and Fort Erie Public Bridge Authority, Buffalo, N.Y. (Investigating Officer: H. A. Fisher).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Fownes Construction Co. Ltd., North Vancouver, B.C. (Investigating Officer: C. M. Gilmour).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Eamer Daye Transport Ltd., Cornwall, Ont. (Investigating Officer: J. Coallier).

7. General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and warehouse and garage employees of Empire Freightways Limited, St. Vital, Man. (Investigating Officer: A. E. Koppel).

8. Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees of J. M. F. Transport Ltd., Valcourt, Que. (Investigating Officer: R. L. Fournier).

9. Tunnel and Rock Workers' Local Union No. 168, Labourers' International Union of North America on behalf of a unit of employees of Haste Mine Development Limited, Vancouver, B.C., employed in the N.W.T. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. *Association Internationale des Débardeurs, Local 1846-B* (International Longshoremen's Association), applicant, and Somavrac Inc., Trois-Rivières, Que., respondent (L.G., Feb. 1967, p. 128).

2. Asbestos Workers' Union, Local 1612, CLC, applicant, and Outfitters Incorporated Limited, Corner Brook, Nfld., respondent (L.G., Nov. 1967, p. 698).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, A & H. Express Lines (Canada) Limited, London, Ont., respondent, and Harold E. Culver, *et al.*, interveners (L.G., Dec. 1967, p. 753).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, West Coast Air Services Limited, Vancouver Airport, B.C., respondent, John L. Ross, *et al.*, E. S. Keniston, T. E. Moore and H. L. Jamieson, interveners (L.G., Dec. 1967, p. 753).

5. Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and *J. M. Ferland Transport Ltée*, Valcourt, Que., respondent (L.G., Dec. 1967, p. 753).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

2. Canadian Pacific Air Lines Limited, Vancouver, B.C., and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: C. M. Gilmour).

3. Anvil Mining Corporation, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. NordAir Limited, Montreal, Que., and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier).

5. Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. M. Gilmour).

6. Boyd's Express Ltd., Lachute, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. Rolland Doucet).

7. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: J. S. Gunn).

8. Aero Caterers Ltd., Halifax International Airport, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited, Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., Dec. 1967, p. 754).

2. National Harbours Board, Port of Montreal, and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1967, p. 698).

3. Canadian Broadcasting Corporation, Montreal, Que., and *Le Syndicat Général du Cinéma et de la Télévision* (Conciliation Officer: R. L. Fournier) (L.G., Oct. 1967, p. 644).

4. Eastern Canada Flour Mills Ltd., Montreal, Que., and *Le Syndicat National des Employés des Minoteries Phénix (CSN)* (Conciliation Officer: C. E. Poirier) (L.G., Oct. 1967, p. 644).

5. Western Ontario Broadcasting Company Limited, Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Oct. 1967, p. 644).

Conciliation Board Appointed

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Oct. 1967, p. 644).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L.G., Dec. 1967, p. 754) was fully constituted in October with the appointment of R. G. Hattenhauer, St. John's, as Chairman. Mr. Hattenhauer was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Francis J. Ryan, Q.C., St. John's, and union nominee Charles Moulton, Halifax.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov. 1967, p. 699) was fully constituted in October with the appointment of His Honour Judge E. N. Hughes, Saskatoon, as Chairman. Judge Hughes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. H. McKercher, Saskatoon, and union nominee Art Coulter, Winnipeg.

Board Reports Received*

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L.G., Nov. 1967, p. 699).

2. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (L.G., Nov. 1967, p. 699).

Settlements after Board Procedure

1. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (see above.)

2. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and United Steelworkers of America (L.G., Dec. 1967, p. 754).

Dispute Lapsed

Radio Iberville Ltée, Ville Jacques Cartier, Quebec, and *Syndicat General de la Radio, CSN* (CHRS) (L.G., Sept. 1967, p. 589).

Strike Action

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (see above.)

2. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L. G., Dec. 1967, p. 754).

Settlement After Strike Action

Consolidated Aviation Fueling of Toronto Limited, and Lodge 717, International Association of Machinists and Aerospace Workers (L.G., Dec. 1967, p. 754).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full texts published in L.G. supplement No. 8, 1967.

Legal Decisions Affecting Labour

The Supreme Court of Canada has upheld the power of the Quebec Labour Relations Board to dissolve trade unions dominated by employers.

The Quebec Superior Court has upheld a decision of the Quebec Labour Relations Board in an inter-union process signed contrary to the provisions of the Quebec Labour Code.

Legislation Branch

On October 3, 1967 the Supreme Court of Canada, in a unanimous decision, dismissed an appeal from the courts below, and upheld the constitutional validity of the provisions of the Quebec labour legislation granting to the Labour Relations Board the judicial power to dissolve an association that is dominated either by employers or by employees, pursuant to Sec. 20 and 50 of the former Quebec Labour Relations Act as replaced by Sec. 11 and 132 of the Quebec Labour Code.

Circumstances of Dispute

The circumstances of the dispute, as related by Mr. Justice Abbott in his reasons for judgment, were as follows:

In March 1962, the Quebec Federation of Labour applied to the Quebec Labour Relations Board asking that certain trade unions be dissolved, pursuant to Sec. 50 of the Labour Relations Act, on the grounds that they had become dominated by the employers, contrary to the provisions of Sec. 20 of the same Act. Some of these trade unions had been incorporated under the Professional Syndicates Act, R.S.Q. 1941, c. 162. Others appeared to be unincorporated unions of the class contemplated by Sec. 2 (d) of the Labour Relations Act.

On February 19, 1964, shortly before the hearing by the Board of the application in question, the unions concerned applied to the Superior Court for a writ of prohibition asking that Sec. 50 of the Labour Relations Act be declared *ultra vires* the Quebec Legislature, on the grounds that it purported to confer upon the Board, powers that are exercisable only by a court, the members of which are appointed pursuant to Sec. 96 of the BNA Act.

On February 25, 1964 the Board opposed the granting of the writ of prohibition on the grounds that an application for such a writ was unfounded in law. The Superior Court had maintained the Board's inscription-in-law and dismissed the unions' petition for a writ of prohibition to prevent the Board from exercising jurisdiction accorded it under Sec. 50 of the Labour Relations Act. The judgment of the Superior Court was confirmed by a majority judgment of the Court of Queen's Bench, dated May 14, 1965. The latter judgment was appealed to the Supreme Court of Canada.

Power of Dissolution

The only question before the Supreme Court was whether Sec. 50 of the Labour Relations Act was invalid because it conferred upon the Board judicial powers to dissolve an association that could be exercised only by a Superior, District or County Court within the meaning of Sec. 96 of the BNA Act.

Sec. 20 and 50 of the Labour Relations Act read as follows:

> 20. No employer, nor person acting for an employer or an association of employers, shall in any manner seek to dominate or hinder the formation or the activities of any association of employees.
>
> No association of employees, nor person acting on behalf of any such association, shall belong to an association of employers or seek to dominate or hinder the formation or the activities of any such association.
>
> 50. If it be proved to the Board that an association has participated in an offence against Section 20, the Board may, without prejudice to any other penalty, decree the dissolution of such association after giving it an opportunity to be heard and to produce any evidence tending to exculpate it.
>
> In the case of a Professional Syndicate, an authentic copy of the decision shall be transmitted to the Provincial Secretary who shall give notice thereof in the Quebec Official Gazette.

These two sections have been replaced by Sec. 11 and 132 of the new Quebec

Labour Code, which came into force on September 1, 1964. The texts are substantially the same.

In dealing with the issue before the Court, Mr. Justice Abbott noted that the Labour Relations Act and the Professional Syndicates Act are included in a group of statutes enacted by the Quebec Legislature which, generally speaking, have a common purpose, to ensure industrial peace and to establish and protect the right of employers and employees to associate and to bargain collectively, which matters are clearly within the legislative competence of the Province.

Mr. Justice Abbott added further that, to administer and enforce the provisions of these labour laws, the Legislature has created a special tribunal — the Labour Relations Board. Other provinces had set up similar Boards and, since the decision of the Judicial Committee of the Privy Council in the *Labour Relations Board of Saskatchewan v. John East Iron Works*, 1948, A.C. 135, it is well established that such tribunals may exercise judicial functions as well as purely administrative ones.

Dissolving Incorporated Associations

The issue before the Court was further narrowed to the question of whether the Board, in ordering the dissolution of an association that has been given corporate status under the Professional Syndicates Act, was exercising a jurisdiction that belongs exclusively to a Court constituted under Sec. 96 of the BNA Act.

Mr. Justice Abbott noted that, under the Professional Syndicates Act, groups of employers and employees may form associations or professional syndicates, such groups having as their object "the study, defence and promotion of the economic, social and moral interests of their members." The Provincial Secretary is empowered, at his discretion, upon compliance with the requirements of the statute, to grant corporate status to such associations. The powers of such bodies, however, are limited, and they are subject to the control and supervision of the Provincial Secretary. Mr. Justice Abbott stressed that the corporate status and related privileges are conferred by the Provincial Secretary, primarily for the purpose of promoting employer and employee agreements by the process of collective bargaining.

Mr. Justice Abbott held that collective bargaining becomes meaningless if either of the parties to that process is dominated by the other. For that reason, in his view, the Legislature enacted the prohibition contained in Sec. 20 and provided in Sec. 50 that, in case of a breach of Sec. 20, in addition to any other penalty, the Board may order the dissolution of the offending association.

Mr. Justice Abbott held that the power given to the Board under Sec. 50 is a limited and discretionary power. This power is purely incidental to the accomplishment of one of the primary purposes for which the association was granted corporate status—namely, the maintenance of industrial peace. In Mr. Justice Abbott's view, there is no valid analogy between that power of dissolution and the general power to dissolve corporations conferred upon the Superior Court under Art. 978 and following and 1007 and following of the Code of Civil Procedure. These articles, which are substantially the same as those contained in the first Code of Civil Procedure adopted in 1867, operate in the broad area of termination of corporate status, at the request of the Attorney General, on grounds of usurpation of corporate rights, or fraud and mistake in obtaining letters patent. These articles of the Code of Civil Procedure do not contemplate any such matters as a violation of the provisions of the Labour Relations Act.

Powers of the Board Upheld

In conclusion, Mr. Justice Abbott held that Sec. 50 of the Labour Relations Act did not confer upon the Board judicial powers that could be exercised only by a Superior, District or County Court within the meaning of Sec. 96 of the BNA Act.

Appeal Dismissed

The Supreme Court of Canada dismissed the appeal of the unions concerned and upheld the constitutional validity of the provisions of legislation granting the Board the power to dissolve associations whose formation or activities are dominated or hindered by the employers or employees. *Lucien Tremblay et al. and Quebec Labour Relations Board v. Fédération des Travailleurs du Québec et al.*, The Supreme Court of Canada, October 3, 1967, 67CLLC, para. 14,052.

QUEBEC SUPERIOR COURT

On July 27, 1966 the Quebec Superior Court dismissed an application for certiorari to quash a decision of the Quebec Labour Relations Board in the case of an inter-union process. The Court held that the Board did not exceed its jurisdiction by the fact that its decision was signed by a vice-chairman and two members representing employers and employees respectively.

The Court ruled that although the signature of the members representing employers and employees was contrary to the provisions of the Labour Code, this fact was a defect of form admissible under Sec. 134 of the Code and would not affect the validity of the decision.

On June 1, 1966 the Quebec Labour Relations Board revoked the certification as a bargaining agent issued on November 22, 1959 in favour of the Association of Employees of Vanity Brassiere Co. Ltd., and ordered a representation vote by secret ballot among the employees of the company. The association in question applied for a writ of certiorari to quash the Board's decision on the ground that the decision was rendered contrary to Sec. 103, 104, 105, 106, 107 and 108 of the Quebec Labour Code.

Inter-Union Process

Sections of the Labour Code referred to in the case at bar read as follows:

> 103. The sittings of the Board shall be presided over by the chairman or one of the vice-chairmen.
>
> The members representing the employers and those representing the employees shall sit thereon in equal numbers.
>
> 104. Several sittings may be held simultaneously.
>
> The chairman or, in his absence, the first vice-chairman, shall designate the members for each sitting and may change such designation at any time.
>
> 105. Three, comprising the chairman or a vice-chairman and two other members, shall constitute a quorum of the Board.
>
> 106. The decisions of the Board shall be taken by a majority of votes of the members present.
>
> 107. When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberation but does not vote.
>
> The foregoing provision shall not apply in the case of an inter-union process but in such case the members representing the employers and the employees shall not vote.
>
> 108. An inter-union process is a case in which associations of employees are opposed to one another.

Counsel for the applicant submitted that the case at bar dealt with an inter-union process, and that the decision of June 1, 1966 was illegal mainly because it was signed by one of the vice-chairmen, as well as by a member of the Board representing the employers and by another member representing the employees. Counsel argued that only one of the vice-chairmen of the Board should sign the decision because Sec. 107 of the Labour Code prohibits the vote by those members who represent the employers and the employees respectively.

Question of Quorum

Counsel for the association went even further and submitted that Sec. 105 of the Code requires three persons to constitute

a quorum of the Board, and considering that the members of the Board who represented employers and employees respectively could not vote, the Board in the case at bar should be composed of five persons—that is, the chairman and two vice-chairmen of the Board, or of three vice-chairmen of the Board, in addition to a member representing the employers and another member representing the employees. According to counsel of the applicant, a quorum of three provided in Sec. 105 means three persons who have the power to vote; this contention was based on the decision of the Court of Queen's Bench in *Quebec Labour Relations Board v. J. Pascal Hardware Company Limited and the Retail Clerks' Union, Local 486*, (1965) B.R. 791.

On the other hand, counsel for the Board and for the company submitted that, under Sec. 107, if the chairman and two vice-chairmen sit at the same time, two vice-chairmen cannot vote; and in the case of inter-union process, only the chairman or one vice-chairman can vote. It was submitted further that, when the Board considered the matter, the association accepted the jurisdiction of the Board. Finally, counsel for the Board and for the company noted that the applicant did not claim any prejudice by the fact that the decision of June 1, 1966 was signed by three persons instead of one.

Meaning of "Quorum"

First of all, the Court considered the question, What is a quorum? Larousse defines "quorum" as a number of members of an assembly to be present in order to deliberate validly. Littré* defines "quorum" as a latin word used by English people to designate the number of persons sufficient to deliberate. Larousse defines the term "to deliberate" as "to study a question with other persons." This, in the opinion of the Court, does not necessarily mean that all these persons constituting a "quorum" should have the power to make decisions.

Consequently, it would appear that when Sec. 105 of the Code provides for a quorum of three persons, this does not necessarily mean that all these persons should vote or decide. In the opinion of the Court, the intention of the legislator in enacting Sec. 105 was that a panel of the Board should be composed of three persons; but the legislator did not add that those three persons, besides being present for deliberation with the chairman (or one of the vice-chairman) in order to discuss with him and perhaps inform him regarding certain aspects of the problem, should all three decide or sign a decision—that is, to express officially their opinion regarding the question submitted to the Board.

Meaning of Section 107

Furthermore, the Court added, Sec. 107 of the Labour Code provides in the first paragraph that, when the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations but does not vote. Then, it seems logical to conclude that, in the case of inter-union process, it is enough for a decision to be signed by the chairman or one of the vice-chairmen.

Furthermore, pursuant to the first paragraph of Sec. 107, it is possible for the chairman of the Board to designate, under Sec. 104, as members of a panel, the chairman, a vice-chairman, a member of the board representing the employers, and a member representing the workers. In such a case, when there is an inter-union process, it seems obvious that neither vice-chairman nor the other two members being able to vote, the decision should be signed by the chairman only; if, on the other hand, the panel is composed of three vice-chairmen and two members, the case still being an inter-union process, it is sufficient that the decision be signed by one of the vice-chairmen.

The Court added that, in the case of an inter-union process, the legislator wished the chairman or the vice-chairman or the vice-chairmen who sit with two members of the Board to profit by the opinions of the two members; but as the latter can only take part in deliberations without power to vote, it is sufficient that the decision in an inter-union process be signed by the chairman or one of the vice-chairmen.

In the opinion of the Court, this appears to be the only reasonable interpretation of the second paragraph of Sec. 107, particularly in consideration of Sec. 103, 104, 105, 106 and 108.

The Court added that, in enacting the above-mentioned sections, it would appear that the legislator did not intend that, regarding inter-union disputes, which are very numerous in the Province, the decision in each case should be rendered by at least three vice-chairmen or by the chairman and two vice-chairmen. The Court noted that under Sec. 100 of the Labour Code, the Labour Relations Board is composed of a chairman, five vice-chairmen and eight other members, four of whom represent the employers and four the employees.

If eight members were eliminated, the Board would have at its disposal only the chairman and five vice-chairmen to decide all inter-union disputes in the Province. Consequently, if it were necessary that each decision in an inter-union process be signed by the chairman and two vice-chairmen, or by three vice-chairmen, such a situation could paralyze or impede seriously the work of the Board.

The applicant association claimed that Sec. 105 requires that, in every case of inter-union process, the panel of the Board should be composed of five persons—namely, the chairman, two vice-chairmen and two members, or three vice-chairmen and two members. The Court rejected this interpretation and held that, in the case of inter-union process, the second paragraph of Sec. 107 allows the Board to sit, as was done in the case at bar, with one vice-chairman and two members, and that it is sufficient in such a case that the decision be signed either by the chairman or one of the vice-chairmen; in other words, one signature is enough, provided that it is the signature of the chairman or one of the vice-chairmen.

Irregularity of Procedure

Finally, the Court considered the contention that the decision of the Board of June 1, 1966 be declared void because it was signed by two members who had no right to sign. Regarding this contention, the Court noted that Sec. 134 of the Labour Code reads as follows: "No proceeding under this Code shall be deemed invalid or dismissed by reason of any defect of form or irregulatity of procedure."

The Court held it sufficient that the decision in question was signed by the vice-chairman, and that two other members should not sign it. This fact, however, in the opinion of the Court, did not make the decision null and void because these two additional signatures could be considered as a defect of form or a procedural irregularity covered by Sec. 134 of the Labour Code.

The Court held that the applicant association could not seriously claim to have suffered any prejudice, because the decision of the Board was unanimous if the vote of two members was taken into consideration.

Decision of the Board Valid

In conclusion, the Court held that the Board did not exceed its jurisdiction in rendering its decision of June 1, 1966; that the unnecessary signatures of the two members could only be considered as a defect of form that did not constitute an excess of jurisdiction; and that the decision did not cause any prejudice to the applicant association. Consequently the Court dismissed the application for certiorari and upheld the decision of the Board.

L'Association des Employés de Vanity Brassière Co. Ltd. v. La Commission des Relations de Travail du Québec et Autres et Vanity Brassière Co. Ltd. et Autres, (1967) R.J.C.S. No. 5 and 6, p. 382.

*Dictionnaire de la langue française (1877), p. 1434.

August Claimants For Benefits Reported Lower Than Total in July

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit on August 31, 1967 numbered 227,100, which is some 20,000 fewer than the total of 246,300 for July 31, 1967, but approximately 40,000 more than the total of 187,200 for August 31, 1966.

The percentage of males and females coming on claim during the month of August, as indicated by the number of claimants registered as on continuous claim for from one to four weeks at the end of the month, remained on each of these three dates at 66 per cent for men and 33 per cent for women. Persons who were on claim one to four weeks made up a slightly smaller proportion of the total number of claimants on August 31, (41 per cent) than on July 31, (46 per cent). During July, this claimant group normally reflects layoffs that are associated with annual holiday and plant shutdowns.

Initial and Renewal Claims

A total of 92,500 initial and renewal claims was filed during August at local offices across Canada, compared with 102,100 during July and 83,600 during August 1966.

Renewal claims accounted for more than 75 per cent of the decrease since July and of the increase over the total for August 1966.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during August was estimated to be 138,200, compared with 180,000 during July and 100,200 during August 1966. Benefit payments during August totalled $16.8 million, compared with $17.7 million during July and $11.8 million during August 1966. The average weekly payment was $24.38 during August, $24.64 during July, and $23.60 during August 1966.

Provincial Data

All provinces except Nova Scotia, Alberta, and British Columbia reported decreases in the monthly total of claimants since July. Numerically, the major portion of the decrease occurred in Ontario and in Quebec. This was partially offset by a substantial increase in British Columbia. The number of males who were on claim for from one to four weeks on August 31 in British Columbia increased from 6,000 on July 31 to 10,000 on August 31.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	August 1967	July 1967	August 1966	Cumulative Data: Jan. to August	Cumulative Data: 12 months ending August
		(in thousands)			
Insured population as at month-end	—	4,902	4,577	—	—
Initial and renewal claims filed					
Total	93	102	84	1,155†	1,719
Initial	64	66	63	854†	1,274
Renewal	29	36	21	302†	445
Claimants currently reporting to local offices	227	246	187	390*	346*
Beneficiaries (weekly average)	138	180	100	311*	257*
Weeks compensated	691	720	501	10,785	13,310
Benefit paid	$16,849	$17,743	$11,821	$274,913	$336,228
Average weekly benefit	$24.38	$24.64	$23.60	$25.49	$25.26

*Monthly average.

†Discrepancy between totals and subtotals is due to rounding.

Technological forecasting aids innovation planning

Technological forecasting is now regarded as an indispensable management tool for planning rapid innovation by a growing number of advanced large-scale industrial firms. In general, they report striking successes, and today long-range strategic thinking—for 10 years ahead and beyond—is rapidly gaining ground in industry and government.

These views are among the main findings of a new survey titled "Technological Forecasting in Perspective." The survey is based not only on visits to industry, but also to military administrations and research institutes in 13 countries. It was made between 1965 and 1966, under the direction of Dr. Erich Jantsch, a management consultant for the Organization for Economic Co-operation and Development.

The survey was part of the OECD's research on technological trends related to economic and social growth in the 21 member countries. Technological forecasting is still in the experimental stage, and the OECD plans to hold a conference early next year to broaden the study of this field. Dr. Jantsch's survey will serve as the basis for discussion. The survey is available in Canada from the Queen's Printer, price $8.70.

Challenges to bargaining

A collection of essays, titled *Challenges to Collective Bargaining*, has been published by the American Assembly under the editorial supervision of Lloyd Ulman, Professor of Economics and Director of the Institute of Industrial Relations, University of California (Berkeley).

Nine essays were prepared for the Thirtieth American Assembly, which met in October 1966. They were intended to support discussion at regional assembly sessions and to evoke consideration by the general public.

In this collection of essays, a group of outstanding authorities on labour relations in the United States considers the problems that adjustment to new social, economic, and technological conditions presents to unions and management, as well as to the public. Although the experts express confidence in the ability of collective bargaining to adapt itself to new tasks and problems, they also urge labour to demonstrate that it has "enough imagination to develop equitable and democratic instruments for guarding against strike emergencies without waiting for technology to make all strikes obsolete."

Cases Nos. 79 to 82

Canadian Railway Office of Arbitration Releases Decisions in Four Disputes

Four separate disputes, concerning holiday pay, a claim for 100 miles at through freight rates, meals during a temporary transfer, and the discipline given to an engineer for failing to obey instructions prior to a derailment, were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on October 16, 1967.

The arbitrator disallowed the four claims. Summaries of the four cases, Nos. 79, 80, 81 and 82, follow:

CASE No. 79

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over claims submitted by three conductors and a brakeman concerning holiday pay.

One conductor had been assigned to a through freight train that normally worked 20 days a month, but, because of a strike by non-operating employees, worked only 12 days. He claimed mileage earned on the last trip before the strike started.

The second conductor claimed mileage on an assigned passenger train that normally worked 17 days a month, but, because of the strike, was reduced to 13 days. He also claimed mileage earned before the start of the strike. The third conductor, who had been working on an assigned yard job that normally required 21 days a month, worked 14 days owing to the strike. He claimed eight hours at yard rates.

On the basis of the General Holiday Agreement, the company refused to pay the three claims.

The fourth man involved in the dispute was a brakeman who worked on assigned through freight. He qualified for general holiday pay, and claimed mileage earned on the last trip before the strike. In accordance with the company's understanding of the General Holiday Agreement, this claim was reduced, and the employee was given compensation for 186 miles at through freight rates.

The company said that the strike by the non-ops prevented the three conductors from having the required 15 days of service in the 30 days preceding the holiday. The brotherhood, conversely, based their justification for the conductors' claims solely on an article of the agreement that states:

> Where there is a question regarding the time or mileage to be paid for, any portion not in dispute will be allowed, and the employee advised within 30 calendar days from the date of receipt of ticket regarding the portion which is not allowed, together with reason why not allowed, otherwise such claim will be paid. In cases where all time or mileage claimed on any time return is disallowed, such time return will be within thirty calendar days returned to the employee through the proper Officer of the Railway — otherwise such claim will be paid.

The brotherhood contended that the company had not notified the employees within the 30-day time limit. The same article applied to the brakeman, they said, with the added factor that, because he qualified for holiday pay, he should have been paid for mileage from his home depot to the junction and return.

The company admitted that it had failed to notify the employees that they would not be paid until after the 30-day time limit had expired. It said that the brakeman had worked on the last train out of the depot prior to the strike and, because of the time element, had returned to the depot without tying up at the junction. The company contended that he was only entitled to mileage from the junction to his home depot, but that he had claimed the total miles earned as statutory pay.

The company referred to another section that states: "In order to qualify for pay on any of the holidays . . . an employee should have completed 30 days of continuous employee relationship. . . ." This section, it said, precluded the validity of the employees' claim.

The arbitrator thought that it was important to emphasize that the three conductors and the brakeman did not work on the holiday in question. He underscored the opening words of the section relied on by the brotherhood, which states: "Where there is a question regarding the time or mileage to be paid for. . . ." He said that there was nothing in these words to indicate that holiday pay is extended to those not required to work.

The arbitrator said that the parties had clearly provided a qualifying factor that an employee must work "15 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday" before he can receive holiday pay. On this basis, the three conductors' claims were invalid.

On the same basis, this finding also applied to the brakeman. As far as his claim for return mileage was concerned, the question to be determined was whether the return trip made by the claimant came within the term "last tour of duty." The arbitrator thought it was significant that the brakeman was not on turnaround service. The distance between the depot and the junction was approximately 163 miles and, according to another article of the agreement, trainmen cannot be called for turnaround service when the distance from the terminal to the turnaround point exceeds 100 miles.

The crew operating on the brakeman's train left their home depot at 11.30 p.m. and finished the run at 7.40 a.m. The strike was scheduled for 12 noon. A company bulletin stated that all train and yard assignments were cancelled on completion of that day's tour of duty. There was no doubt that the brakeman left the junction at 9.10 a.m. and arrived at 4.00 p.m. He was paid for that trip on the basis of 186 miles at through freight rates.

The arbitrator was satisfied that the trip represented the brakeman's last tour of duty prior to the holiday. He therefore disallowed this claim.

CASE No. 80

Dispute between Algoma Central Railway and the Brotherhood of Railroad Trainmen concerning the claim of a brakeman for 100 miles at through freight rates, October 10, 1966.

A brakeman was assigned to a work train that operated during October 1966. The assignment was cancelled for Thanksgiving Day, and the employee did not work that day. The claimant qualified for general holiday pay, as required under the general holiday agreement, and was paid holiday pay on the basis of his last tour of duty, which amounted to 196 miles at

through freight rates. In addition to the general holiday payment received, he claimed guarantee payment in the amount of 100 miles at through freight rates.

Payment of the guarantee claim was declined, and the brotherhood alleged that an article of the collective agreement was thereby violated by the company. The article says that regularly assigned way freight, wreck, work, and construction trainmen, who are ready for service for the entire month, and who do not lay off of their own accord, will be guaranteed not less than 100 miles, or 8 hours, for each calendar working day, exclusive of overtime (this to include legal holidays). The guarantee is predicated on the men's being ready for service for the entire month, or for the portion of the month that the assignment is in effect.

The brotherhood, quoting from an article of the general holidays agreement, reasoned that, because the article mentioned yardmen only as being unable to receive duplicate payment as a result of the minimum pay guarantee, it was intended that statutory holiday pay should not be applicable in making up the daily or monthly guarantees to other employees.

The company maintained that this question had been decided by the arbitrator in Case No. 65 (L.G., July 1967, p. 422) concerning the CNR and the BRT. It was stated that the general holidays agreement had been copied from the CNR agreement, insofar as it was applicable to the company. The company argued that there was nothing in the collective agreement that prevented the use of general holiday pay to make up the guarantee described above. Further, it argued that the article specifically excludes overtime and overtime alone, and that if holiday pay is not to be applied to the guarantee for work trainmen, either the work-train guarantee rule or the general holidays agreement would have specifically made such an exception. The company quoted other provisions in the collective agreement that made specific reference to such exceptions.

In Case No. 65, the *ratio decideni* (reasons for judgment) was that, if a contract is open to two interpretations, and one interpretation involves pyramiding and the other interpretation does not involve pyramiding, a board of arbitration, in the absence of specific wording in the contract, should accept the interpretation that does not provide for the additional penalty payment by reason of pyramiding overtime. In addition, the principle of *expressio unius est exclusio alterius* (the express mention of one thing implies the exclusion of another) weighed in the result.

In this matter, the arbitrator said, it is plain that the article of the collective agreement excludes one type of payment only — namely, overtime, from applying to the guarantee described in it. The arbitrator believed it to be the governing provision for this determination, because it was the base upon which the claim was made. It was, therefore, in that provision that justification for this claim would have to be found. The arbitrator found that nothing in its wording indicated the intent of the parties that holiday pay, as provided in the general holidays agreement, is to be excluded in computing the guarantee.

For these reasons, the claim was dismissed.

CASE No. 81

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Maintenance of Way Employees over an assistant extra gang foreman's claim for meals during the time he was temporarily transferred to another division.

An assistant extra gang foreman and his gang were temporarily transferred, along with a boarding outfit, to another division for a 30-day period. The foreman subsequently submitted a claim for meals amounting to $95, but the claim was denied.

The clause of the wage agreement on which he had based his claim reads: "Employees taken off their assigned territory . . . to work temporarily . . . shall be compensated for boarding and lodging expenses. . . ."

The brotherhood contended that an employee's "assigned territory" is the place in which he is regularly assigned to work. It said that this is also called his "seniority territory," according to the Revised Seniority Rules. Employees that are taken off their assigned territory to work outside their seniority territory, it claimed, should be compensated for living expenses.

The company contended that the words "assigned territory" referred only to those employees who did not have boarding car accommodation. It quoted another clause that states: "Employees called to work outside of their regular working limits . . . shall be supplied with boarding cars or given an opportunity to procure meals when necessary and practicable. . . ."

The arbitrator said that, because the foreman had boarding car accommodation during the period in question, there had been no violation of the man's rights, and the claim was disallowed.

CASE No. 82

Dispute between Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Engineers (*ex parte*) concerning the conduct of investigation and resulting discipline assessed an engineer for violation of special instructions that were issued after a derailment.

The brotherhood contended that the discipline that was assessed an engineer for allegedly violating special instruction should be removed, and that the engineer should be reimbursed for all pay lost, including the difference between road and yard service. The company declined to pay on the basis that the investigation was properly conducted. In addition, the company maintained that, because of untimeliness, this matter was not arbitrable.

At the opening of the hearing, the company made a preliminary objection to the jurisdiction of the arbitrator to consider the merits because of the failure of the claimant to bring himself within the requirements of the memorandum of agreement covering the Canadian Railway Office of Arbitration. The agreement reads:

> No dispute may be referred to the arbitrator until it has first been processed through the last step of the grievance procedure provided for in the applicable collective agreement. Failing final disposition under the said procedure, a request for arbitration may be made, but only in the manner and with the period provided for that purpose in the applicable collective agreement, within the period of 60 days from the date decision was rendered in the last step of the grievance procedure.

It was not disputed that the general manager of the company was requested by the brotherhood to remove the discipline assessed against the record of the engineer, and to compensate him for all time lost.

In reply, the general manager, who is said to be the highest officer designated by the company to handle grievances, stated that the request to have the engineer restored to full road rights and to be reimbursed for earnings lost as a road engineer was declined.

The brotherhood wrote to the general manager, stating, in part, that it was collecting further information with a view to taking this case before the Canadian Railway Office of Arbitration for consideration. The general manager replied that he could not agree to the request to submit the dispute to the Canadian Railway Office of Arbitration, nor to the request to restore to the engineer full road rights and to reimburse him for earnings lost. He added that in accordance with the memorandum of agreement, it was necessary that the brotherhood forward a request for arbitration within 60 days from the date of his previous letter, which it had not done.

From these facts, the arbitrator said, it was clear that the requirement for a request for arbitration was not fulfilled.

The statement contained in the brotherhood's second letter contained no request for arbitration, but said that an investigation was being conducted. Whether or not it would be requested remained in doubt, the arbitrator decided.

He stressed that, although some doubt existed at the time, a definite disallowance of a claim is received according to whether or not it will be necessary to proceed to arbitration. To safeguard the right to do so, it is necessary to make a definite statement of intention to do so, he added. If further information is obtained, which points to the undesirability of proceeding, the claim may be withdrawn.

For the reasons outlined in Arbitration Cases 36 (L.G. 1966, p. 390) and 60 (L.G., June 1967, p. 377), as well as the foregoing, this claim was disallowed.

Decision of the Umpire Under the Unemployment Insurance Act

CUB 2714

The claimant applied for benefit on December 5, 1966 and registered for employment as a "carpenter-painter." He had last worked as a carpenter from November 29 to December 2, and he gave as the reason for being out of work that he had voluntarily left his job because he found it "too cold" out of doors. He said that he usually worked indoors at that time of the year.

Before that he had worked as a carpenter with two other employers—with one from November 1 to 9, and with another from November 15 to 25. He was laid off by the last mentioned employer because of "lack of work."

On December 13, the insurance officer disqualified the claimant from December 4, 1966 to January 14, 1967, on the ground that he had voluntarily left his employment on December 2 "without just cause" within the meaning of Sec. 60 (1) of the Act.

The claimant appealed to the board of referees, saying that he had left work as a carpenter because he had always been a painter by trade, and because he had always been used to working inside from about October 1. He also said that he had left carpentry work because "it was too cold and too complicated and I couldn't understand what they were telling me to do. . . ."

The board of referees heard the case on January 31, 1967 and decided unanimously that, in the absence of evidence indicating that working conditions were "so gross and severe as to leave claimant no alternative than to separate from his employment," he had voluntarily left his employment without just cause within the meaning of the Act.

In asking the board for leave to appeal to the umpire, the claimant said that he had been disqualified for six weeks for leaving carpentry work, and that he considered he ought not to have been disqualified, because he had been a painter all his life and because, having only Grade 5 education, he found it hard to understand what he was required to do as a carpenter.

He also pointed out that he could have applied for benefit from November 10, after leaving his employment on November 9 because of the cold. Instead of that, he had tried to find suitable work.

The claimant was given leave to appeal to the umpire on the plea that the board of referees had "expected too much of the claimant in requiring him to show either severe working conditions or his employer's dissatisfaction with the performance of his work."

Considerations and Conclusions

The umpire said that, in the absence of proof that the employer had at any time expressed dissatisfaction with the way the claimant had done his work, "his alleged lack of qualifications as a carpenter cannot be retained as a good reason for quitting his employment." But he said that there was merit in the claimant's contention that he was a painter by trade and was "used to working indoors" at that time of year, and that he found work out of doors "too cold."

The umpire said that he agreed with the conclusion of the board of referees that the claimant had not shown just cause for leaving his employment, but only to the extent that his disqualification was justified. There were "strong extenuating circumstances," however, which, although they did not constitute "just cause," ought to be taken into account in deciding the length of the disqualification period. These included, for example, the claimant's effort to obtain work in another occupation during the period of unemployment in his own trade.

Consequently the umpire disallowed the claimant's appeal, but reduced the period of disqualification to one week.

1967: Pros and Cons

Continued from page 5

rejoicing in the field of legislative progress. The housing situation, which has been a Canadian problem for so many years, became even more critical. The year has provided new evidence that the least has been done for those with the greatest need. The Canadian Labour Congress has planned nation-wide activities during the coming months in an effort to make a contribution toward the crying need for low-cost housing.

At the same time, we are deeply concerned about indications that there may be still further delays in the long-overdue introduction of a national medicare program. We find the federal Government practically inviting the provinces to refrain from participating in the program that has been so firmly promised to the Canadian people.

Even in the briefest review of 1967, it is impossible to ignore the international situation. The year has been marked by an even further widening of the economic disparities between the "have" and the "have not" countries, and thus an increase in the continuing threat to the development of understanding and the maintenance of peace. The year was one in which we witnessed new outbreaks of open conflict and a failure to end such tragedies as the war in Vietnam. The threat, not only to peace, but to the very existence of mankind, has continued. Certainly, in the year ahead, we must all devote ourselves with renewed energy toward the relief of these tensions.

To forecast our prospects for 1968 is a hazardous undertaking. Despite the seriousness of many situations now confronting us, however, we should be able to look to the years ahead with some confidence. Ours is a country still rich in natural and human resources. We have a population that has demonstrated increasing skill and ability to meet the needs of a modern industrialized society, and a remarkably high percentage of young people who are just now preparing to make their contribution.

The efficient use of these and other resources, in a manner designed to bring the greatest benefits to the greatest number, can assure Canada of a truly bright future.

Publications Received in the Department of Labour Library

List No. 226

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Accident Prevention

The following 13 Bulletins were prepared by the U.S. Bureau of Labor Standards and published by the Government Printing Office in Washington in 1967.

1. *Accident Investigations and Records*. Pp. 28.
2. *Fire and Explosion Prevention and Protection*. Pp. 74.
3. *Handling Materials Safely*. Pp. 52.
4. *Housekeeping for Safety*. Pp. 17.
5. *Illumination for Safety*. Pp. 11.
6. *Planning Layout and Arrangement for Safety*. Pp. 24.
7. *Preventive Maintenance for Safety*. Pp. 20.
8. *Promoting Worker Interest in Safety*. Pp. 12.
9. *Responsibility for Safety*. Pp. 22.
10. *Safe Working Surfaces*. Pp. 32.
11. *Safety Inspection Procedures*. Pp. 42.
12. *Safety Organization*. Pp. 32.
13. *Use of Color for Safety*. Pp. 27.

Annual Reports

14. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Fiftieth Annual Report, Year ended December 31, 1966*. Vancouver, 1967. Pp. 60.

15. CANADIAN TAX FOUNDATION. *Twenty-first Annual Report for the Year ending December 31st, 1966*. Toronto, 1967. Pp. 19.

16. GREAT BRITAIN. TREASURY. *Preliminary Estimates of National Income and Balance of Payments, 1961 to 1966*. London, HMSO, 1967. Pp. 22.

17. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1966*. Winnipeg, 1967. Pp. 16.

18. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Statistical Analysis of Accidents reported during the Year 1966*. Winnipeg, 1967. 1 vol.

19. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1965*. New York, United Nations, 1967. Pp. 404.

Report consists of three parts: Latin America as a whole; The recent economic situation in selected countries; Evolution of the main economic sectors.

20. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Summary of Operations, Labor-Management Reporting and Disclosure Act, 1966*. Washington, GPO, 1967. Pp. 68.

21. U.S. PRESIDENT. *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training, by the United States Department of Labor transmitted to the Congress, April 1967*. Washington, GPO, 1967. Pp. 285.

Canadian Tax Foundation

22. CANADIAN TAX FOUNDATION. *The Allocation of Taxing Power under the Canadian Constitution*, by Gerard V. LaForest. Toronto, 1967. Pp. 185.

Partial contents: The Federal power of taxation. Provincial taxing power. The meaning of direct taxation. The territoriality of provincial taxation. The raising of provincial revenue by licences. Relation of Provincial taxing and licensing powers to Federal matters and the Judiciary. Express constitutional limitations on taxing power.

23. CANADIAN TAX FOUNDATION. *Provincial Finances*. [3d ed.] Toronto, c1967. Pp. 227.

Contents: The Provincial Governments in the economy. Provincial budgets, 1967-68. Comparative statistics of Provincial finance. Provincial finances, 1866-67. Sources of revenue — taxation. Non-taxation revenue. Municipal Government—organization and assistance. Education. Transportation. Health and hospitalization. Public welfare. Administration of justice. Industrial development. Natural resources and agriculture. Provincial profiles.

24. CANADIAN TAX FOUNDATION. *Report of Proceedings of the 19th Tax Conference* . . . Toronto, April 24-25-26 1967. Toronto, 1967. Pp. 524.

Contains 81 papers reviewing various aspects of the Carter Royal Commission on Taxation.

Collective Bargaining

25. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Forty-two Provisions in Major Collective Agreements covering Employees in Canadian Manufacturing Industries, 1967*. Ottawa, 1967. Pp. 23.

26. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Twenty-five Provisions*

in Major Collective Agreements covering Employees in Canadian Manufacturing Industries, 1966. Ottawa, 1967. Pp. 30.

27. MOSKOW, MICHAEL HAROLD. *Teachers and Unions; the Applicability of Collective Bargaining to Public Education*. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit, 1966. Pp. 288.

This study is concerned with collective bargaining by public school teachers at the elementary or secondary school level, and at the local school district level.

28. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey in the Building Trades of the Construction Industry*. Halifax, 1967. Pp. 19.

29. ROBERTS, BENJAMIN CHARLES. *Collective Bargaining in African Countries*, by B. C. Roberts and L. Greyfié de Bellecombe. London, Macmillan; New York, St. Martin's Press, 1967. Pp. xviii, 158.

At head of title: International Institute for Labour Studies.

"In this study [the authors] are concerned primarily with the extent to which in African countries south of the Sahara, excluding South Africa, the terms and conditions of employment are regulated by collective agreements."

30. WARNER, KENNETH OREN, ed. *Collective Bargaining in the Public Service: Theory and Practice*. Chicago, Public Personnel Association, 1967. Pp. 200.

"The fifteen papers in this book were presented at a Seminar sponsored by the Public Personnel Association in Scarborough, Ontario, Canada, August 21-25, 1966."

Partial contents: The framework for collective bargaining in the Public Service [by] Thomas J. Plunkett. The framework for collective bargaining in the Public Service: the Canadian experience [by] Roch Bolduc. The U.S. experience in collective bargaining in the public employment [by] Arvid Anderson. Collective bargaining in private industry: the lessons for public administration [by] John J. Carson. Union or association objectives: a labor viewpoint [by] S. A. Little. Negotiating the collective agreement [by] Donald G. Pyle. Interpreting and implementing the collective agreement [by] C. L. McLeod. Discipline and discharge under collective bargaining [by] Frances Bairstow. When Bargaining fails [by] Jacob Finkelman. Preparing and presenting a case for arbitration [by] H. W. Arthurs. Impact of collective bargaining on public administration [by] Frank P. Zeidler. Critical issues in collective bargaining in the Canadian Federal Service [by] George F. Davidson. Collective bargaining: before and after its implementation [by] Donald J. Collins.

Conferences

31. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, 1966, Winnipeg, Manitoba*. Don Mills, Ont., CCH Canadian Limited, 1967. Pp. 278.

"Consolidated index to papers presented at annual meetings of the Canadian Bar Association, 1954-1966": p. 269-278.

Contains papers on administrative law, air law, commercial law, comparative law, constitutional and international law, labour relations, maritime law, municipal law, and, wills and trusts.

32. CONFERENCE ON CONSUMER CREDIT, UNIVERSITY OF SASKATCHEWAN, 1966. *Consumer Credit in Canada; Proceedings*, edited by Jacob S. Ziegel and R. E. Olley. Saskatoon, University of Saskatchewan, 1966. Pp. 189.

At head of title: University of Saskatchewan.

Conference held May 2 and 3, 1966. Partial contents: The economic significance of consumer credit. The social meaning and implications of consumer credit. The sources of consumer credit. The legal regulation of consumer credit. Problems in the consumer credit field and their solution. The disclosure controversy. The regulation of finance charges.

33. INTERNATIONAL SYMPOSIUM ON COMPARATIVE LAW. 4th, OTTAWA, 1966. *Proceedings*. Ottawa, Editions de l'Université d'Ottawa; University of Ottawa Press, 1967. Pp. 232.

Text partly in French, partly in English.

Title in French: *Travaux du quatrième Colloque international de droit comparé . . . .*

Symposium held September 5 to 7, 1966 under the patronage of the Canadian and Foreign Law Research Centre, Faculty of Law of the University of Ottawa, and the Canadian Association of Comparative Law.

Three topics were discussed at the Symposium: Privileged communications in the law of evidence; the doctrine of *Mens Rea;* and, The right to strike. The right to strike is considered in Canada's common law provinces, in Quebec, and in France, concluding with a general discussion.

Economic Conditions

34. HICKS, JOHN RICHARD. *After the Boom; Thoughts on the 1966 Economic Crisis*. London, Institute of Economic Affairs, 1966. Pp. 23.

The author is Professor Emeritus of Political Economy of Oxford University.

35. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The 1967 Economic Report of the President; Hearings before the Joint Economic Committee, Congress of the United States, Ninetieth Congress, First Session*. Washington, GPO, 1967. 5 parts.

Employment Management

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Administration; Changing Scope and Organization*, by Allen R. Janger. New York, 1966. Pp. 140.

Based on a survey of 249 companies this study reports on the changes in concept and structure that personnel administration has undergone during the years since the end of World War II.

37. SIDNEY, ELIZABETH. *The Skills of Interviewing* [by] Elizabeth Sidney and Margaret Brown. With a foreword by Alec Rodger. London, Tavistock Publications, 1961. Pp. 396.

Examines the techniques of interviewing, illustrated with case studies.

Incentive Plans

38. MARRIOTT, REGINALD. *Incentive Payment Systems: a Review of Research and Opinion*. [2d rev. ed.] London, Staples Press [1961, c1957]. Pp. 291.

Partial contents: Types and classification of incentive payment systems. Advantages and disadvantages of incentive payment systems. The setting of time or work standards. The complexity of incentive payment systems. Effectiveness of incentive payment systems. Failures and restriction of output. The total situation and its relation to financial incentives.

39. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Incentives for Salesmen; a Symposium*. New York, 1967. Pp. 128.

Contents: Motivation and incentives. Elements of a sound sales incentive compensation plan. Factors affecting the plan. Noncash incentives. Representative incentive compensation plans.

ndustrial Relations

40. GREAT BRITAIN. COURT OF INQUIRY INTO CERTAIN MATTERS CONCERNING THE SHIPPING NDUSTRY. *Final Report.* London, HMSO, 1967. Pp. 127.

Lord Pearson, chairman.

The Court of Inquiry looked into matters dealing with ndustrial relations and working conditions affecting British eamen.

41. KNEE, ROBERT C. *Days of Our Years with Labor.* Cincinnati, W. H. Anderson Co., 1966. Pp. xiv, 160.

A brief survey of American labour legislation. Includes a number of collective bargaining contract clauses.

42. RESEARCH CONFERENCE ON INDUSTRIAL RELATIONS AND ECONOMIC DEVELOPMENT, GENEVA, 1966. *Industrial Relations and Economic Development*, edited by Arthur M. Ross. London, Published for the International Institute for Labour Studies [by] Macmillan, 1966. Pp. xxxv, [413].

"This volume consists mainly of the papers presented to and discussed at the Research Conference . . . organized under the auspices of the International Institute for Labour Studies and held at Geneva from August 24 to September 4, 1966."

The following four topics were considered at this conference: "(1) The role of the state in industrial relations, including the question of strikes and lock-outs and relations between unions and political parties in developing countries. (2) Sources and functions of union leadership in developing countries, including the financing of unions. (3) The distribution of decision-making power in wage determination as between labour, management and the state; the role of collective bargaining, legislation and other processes in executing an incomes policy. (4) Participation of interest groups in the formulation of economic plans."

International Labour Conference

43. INTERNATIONAL LABOUR OFFICE. *The International Labour Organization and Technical Co-operation (including the Role of the I.L.O. in the Industrialization of Developing Countries).* Eighth item on the agenda. Geneva, 1967. 2 vols.

At head of title: Report 8 (1)-(2). International Labour Conference, 51st session, Geneva, 1967.

Contents: Pt. 1. The I.L.O. and technical co-operation. Pt. 2. The role of the I.L.O. in the industrialization of developing countries.

44. INTERNATIONAL LABOUR OFFICE. *Revision of Conventions nos. 35, 36, 37, 38, 39, and 40 concerning Old-Age, Invalidity and Survivors' Pensions.* Fourth item on the agenda. Geneva, 1966-1967. 2 vols.

At head of title: Report 4 (1)-(2). International Labour Conference. 51st session, 1967.

Labour Organization

45. CANADIAN LABOUR CONGRESS. *Principles and Policies of the Canadian Labour Congress.* Ottawa [n.d., 1967 ?] Pp. 20.

Title in French: *Principes et politiques du Congrès du Travail du Canada.*

46. UNITED STEELWORKERS OF AMERICA. *National Policy Conference, May 17 and 18, 1967, Toronto, Ontario.* Toronto, 1967. 1 vol. (various pagings).

Deals with the activities of the Canadian members of the union.

Labour Supply

47. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. RESEARCH BRANCH. *Manpower Implications of Prospective Technological Changes in the Eastern Canadian Pulpwood Logging Industry*, by Duncan R. Campbell and Edward B. Power. Ottawa, Queen's Printer, 1966. Pp. 154.

"In this study, the authors attempt to estimate the direction of technological change in pulpwood logging, the rate at which changes will take place, and the occupational impact of the changes. In the final chapter, potential training needs, the pattern of labour displacement, and the potential sources of workers for training, are discussed."

48. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. SUBCOMMITTEE ON ECONOMIC STATISTICS. *Job Vacancy Statistics, Hearings, Eighty-ninth Congress, Second Session. May 17 and 18, 1966.* Washington, GPO, 1966. Pp. 215.

Labouring Classes

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"This series of lectures was broadcast originally by the Voice of America."

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62. ONTARIO. WOMEN'S BUREAU. *Law and the Woman in Ontario.* [Toronto, n.d., 1967 ?] Pp. 16.

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66. MORGENSTERN, OSCAR. *On the Accuracy of Economic Observations.* 2d ed., completely rev. Princeton, N.J., Princeton University Press, 1963. Pp. xiv, 322.

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68. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Methods of selecting Industries for Depressed Areas; an Introduction to Feasibility Studies* [by] Leo H. Klaassen. Paris, 1967. Pp. 152.

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69. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. DEVELOPMENT ASSISTANCE COMMITTEE. *Development Assistance Efforts and Policies of the Members of the Development Assistance Committee; 1965 Review.* [Paris, 1965 ?] Pp. 146.

70. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1944-1964.* Geneva, International Labour Office, 1965. Pp. vii, [1], 196, 2.

Labour-management relations series, no. 24.

List of I.L.O. documents and selected articles in *International Labour Review* and in *Industry and Labour:* p. 155-196.

71. ROBSON, REGINALD ARTHUR HENRY. *Sociological Factors affecting Recruitment into the Nursing Profession.* Ottawa, Canada Royal Commission on Health Services, 1967. Pp. 244.

A study prepared for the Royal Commission on Health Services.

Insurance registrations and other UIC statistics

On August 31, insurance books or contribution cards had been issued to 4,724,992 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 396,513, a decrease of 86 since July 31, 1967.

During August, 11,490 investigations were conducted by enforcement officers across Canada. Of these, 9,025 were spot checks of claims to verify the fulfilment of statutory conditions, and 793 were miscellaneous investigations. The remaining 1,672 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 272 cases, 125 against employers and 147 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 527.*

*These do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in August totalled $45,026,391.03 compared with $31,929,763.26 in July and $36,046,963.82 in August 1966.

Benefits paid in August totalled $16,848,719.57 compared with $17,743,009.39 in July and $11,821,420.49 in August 1966.

The balance in the Fund on August 31 was $300,566,016.33. On July 31, it was $272,388,344.87 and on August 31, 1966, it was $203,173,824.15.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	October 14	7,691	− 0.5	+ 2.3
Employed	October 14	7,437	− 1.0	+ 1.5
Agriculture	October 14	603	− 5.0	+ 7.5
Non-agriculture	October 14	6,834	− 0.6	+ 1.0
Paid workers	October 14	6,318	− 0.8	+ 1.1
At work 35 hours or more	October 14	3,930	−37.1	− 2.8
At work less than 35 hours	October 14	3,203	+240.4	+ 6.1
Employed but not at work	October 14	304	− 6.8	+15.2
Unemployed	October 14	254	+16.0	+30.3
Atlantic	October 14	27	+12.5	− 3.6
Quebec	October 14	96	+14.3	+31.5
Ontario	October 14	72	+12.5	+44.0
Prairie	October 14	19	− 5.0	+18.8
Pacific	October 14	40	+48.1	+42.9
Without work and seeking work	October 14	232	+12.6	+26.1
On temporary layoff up to 30 days	October 14	22	+69.2	+100.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	July	125.5	+ 0.2	+ 1.3
Manufacturing employment (1961 = 100)	July	124.3	− 0.3	+ 0.2
IMMIGRATION	1st 9 Mos.	174,593	—	+20.8
Destined to the labour force	1st 9 Mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	October	70	−23.9	−25.5
No. of workers involved	October	24,725	−27.9	− 1.1
Duration in man days	October	326,850	−27.3	+67.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	July	$103.28	+ 0.3	+ 6.8
Average hourly earnings (mfg.)	July	$2.40	+ 0.4	+ 7.6
Average hours worked per week (mfg.)	July	40.2	− 1.0	− 1.0
Average weekly wages (mfg.)	July	$96.52	− 0.6	+ 6.7
Consumer price index (1949 = 100)	October	150.5	− 0.1	+ 3.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)	July	111.0	− 1.1	+ 2.5
Total labour income (thousands of dollars)	July	2,726	− 0.6	+ 9.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	August	273.9	+ 5.0	+ 4.1
Manufacturing	August	243.2	+ 5.1	+ 2.6
Durables	August	235.5	+ 1.8	+ 3.2
Non-durables	August	249.8	+ 7.9	+ 2.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts	September	13,479	+ 1.0	+33.0
Completions	September	10,684	− 0.4	+ 7.0
Under construction	September	84,477	+ 3.4	+21.3

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* (Cat. No. 71-001), a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts
H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended October 14, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,691	653	2,181	2,815	1,261	781
Men	5,305	457	1,524	1,910	886	528
Women	2,386	196	657	905	375	253
14-19 years	751	77	225	239	133	77
20-24 years	1,079	111	359	351	164	94
25-44 years	3,328	244	953	1,267	520	344
45-64 years	2,312	202	590	874	403	243
65 years and over	221	19	54	84	41	23
EMPLOYED	7,437	626	2,085	2,743	1,242	741
Men	5,117	435	1,450	1,859	872	501
Women	2,320	191	635	884	370	240
Agriculture	603	40	127	153	256	27
Non-agriculture	6,834	586	1,958	2,590	986	714
Paid workers	6,318	542	1,800	2,415	912	649
Men	4,219	370	1,230	1,598	590	431
Women	2,099	172	570	817	322	218
UNEMPLOYED	254	27	96	72	19	40
Men	188	22	74	51	14	27
Women	66	*	22	21	*	13
PERSONS NOT IN LABOUR FORCE	6,306	664	1,854	2,158	1,026	604
Men	1,633	195	466	543	269	160
Women	4,673	469	1,388	1,615	757	444

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended October 14, 1967

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,997	2,318	4,010	1,060	4,096	1,032	1,481
LABOUR FORCE	7,691	751	3,859	865	1,267	728	221
Employed	7,437	690	3,767	814	1,245	706	215
Unemployed	254	61	92	51	22	22	**
NOT IN LABOUR FORCE	6,306	1,567	151	195	2,829	304	1,260
PARTICIPATION RATE†							
1967—Oct. 14	54.9	32.4	96.2	81.6	30.9	70.5	14.9
Sept. 16	55.4	33.4	96.4	83.6	31.0	70.5	15.1
UNEMPLOYMENT RATE‡							
1967—Oct. 14	3.3	8.1	2.4	5.9	1.7	3.0	**
Sept. 16	2.8	7.5	1.8	4.7	1.4	3.3	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended October 14, 1967

	Oct. 1967	Sept. 1967	Oct. 1966
	(in thousands)		
TOTAL UNEMPLOYED	254	219	195
On temporary layoff up to 30 days	22	13	11
Without work and seeking work	232	206	184
SEEKING			
Full-time work	219	194	167
Part-time work	13	12	17
Under 1 month	91	76	73
1-3 months	77	73	60
4-6 months	35	29	24
More than 6 months	29	28	27

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					Monthly Totals					
					(millions of dollars)					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July*	69.4	719.1	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August†	69.8	731.5	245.0	37.1	237.7	48.5	377.7	855.5	111.8	2,749.3
					Seasonally Adjusted					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,595.9
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July*	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.4
August†	68.9	723.3	239.9	31.7	207.2	46.6	379.9	870.3	111.4	2,701.2

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1967, employers in the principal non-agricultural industries reported a total employment of 3,692,304. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June*	125.3	131.6	102.96	124.7	130.7	106.60
July†	125.5	132.0	103.28	124.3	130.2	106.18

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	July 1967	*June 1967*	*July 1966*	*July 1967*	*June 1967*	*July 1966*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.7	120.6	126.4	83.87	84.56	79.22
Newfoundland	129.5	124.8	143.2	90.07	90.38	84.44
Prince Edward Island	142.2	135.3	140.6	70.05	71.20	64.70
Nova Scotia	117.1	116.4	118.3	81.85	82.55	76.22
New Brunswick	126.1	121.7	124.1	83.51	84.43	80.35
Quebec	122.6	122.3	121.3	101.48	101.16	95.27
Ontario	125.7	126.7	123.7	106.55	106.07	99.46
Prairie Region	126.4	124.9	122.1	97.51	96.99	91.20
Manitoba	119.2	118.4	115.7	92.98	92.38	85.78
Saskatchewan	126.0	124.1	123.4	97.11	97.01	91.10
Alberta	132.6	130.7	127.0	101.14	100.53	95.48
British Columbia	134.8	132.6	133.8	115.69	115.35	108.48
CANADA	125.5	125.3	123.9	103.28	102.96	96.67
URBAN AREAS						
✓ St. John's	142.6	140.7	149.3	80.21	80.58	77.97
Halifax	113.8	114.5	112.4	85.36	84.29	79.69
Sydney	94.7	98.7	100.7	85.63	95.74	81.52
Moncton	118.7	119.0	118.8	81.70	82.83	76.62
Saint John	111.4	111.7	106.3	84.81	85.41	79.30
Chicoutimi	114.8	114.2	117.1	122.38	123.06	116.48
✓ Montreal	124.4	124.6	122.1	103.01	102.28	96.69
✓ Quebec	119.3	118.7	117.6	87.10	86.93	83.08
Shawinigan	103.1	104.8	112.6	102.77	108.30	103.68
Sherbrooke	118.0	120.2	109.3	86.41	85.78	83.03
Trois-Rivières	116.1	119.8	122.8	94.63	95.89	90.48
✓ Ottawa-Hull	125.4	125.7	120.6	97.06	96.13	90.11
Belleville	119.5	119.2	118.9	89.12	89.17	83.99
Brampton	198.4	247.6	208.2	106.55	104.03	96.63
Brantford	132.8	135.2	135.7	101.02	99.41	93.51
Fort William-Port Arthur	134.4	133.0	133.7	104.58	104.14	99.18
Guelph	137.3	139.0	132.5	96.57	96.50	88.81
✓ Hamilton	121.7	119.8	125.7	111.10	109.67	103.61
Kingston	124.1	122.8	124.8	101.09	101.55	94.25
Kitchener	139.2	143.4	139.5	94.41	93.95	88.43
✓ London	125.5	126.9	126.1	98.35	98.25	91.89
Niagara Falls	120.2	119.7	120.2	97.69	98.22	94.71
Oshawa	120.4	137.4	108.8	119.59	121.53	110.39
Peterborough	134.0	138.9	134.4	110.20	109.98	104.05
Sarnia	133.1	136.9	128.7	138.08	138.58	127.11
Sault Ste. Marie	126.5	124.9	126.9	119.66	118.96	116.33
Sudbury	113.5	112.2	46.5	122.44	118.17	100.60
St. Catharines	139.9	142.9	139.6	113.67	112.32	107.36
Timmins	86.2	87.1	103.1	94.71	93.74	101.85
✓ Toronto	125.7	126.8	125.5	107.36	106.80	100.23
Welland	113.9	116.2	103.9	120.43	120.58	117.33
✓ Windsor	146.9	150.1	142.2	116.40	116.27	111.24
✓ Winnipeg	119.6	119.4	117.0	87.75	87.53	81.71
✓ Regina	124.8	123.7	121.5	93.83	93.88	88.85
✓ Saskatoon	147.1	144.2	131.5	92.21	91.29	84.62
✓ Calgary	138.3	137.9	130.7	102.77	101.42	94.86
✓ Edmonton	136.3	134.7	129.1	95.96	94.70	90.64
✓ Vancouver	130.7	130.7	128.6	110.34	109.97	104.01
Victoria	128.6	126.5	126.9	99.44	98.58	92.36

*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
July 1967†	83.0	123.7	1,636.5	844.2	792.2	402.1	678.3	937.5	264.0	617.9	4,743.0
June 1967*	80.1	122.3	1,645.5	847.3	798.2	390.0	676.1	945.4	261.7	612.2	4,733.3
July 1966	89.6	113.7	1,630.9	842.6	788.3	429.0	668.7	917.0	248.4	580.2	4,677.4
NEWFOUNDLAND											
July 1967†	3.3	6.0	13.8	11.4	2.3	10.4	15.8	16.5	1.8	7.0	74.7
June 1967*	2.3	6.0	13.7	11.4	2.3	9.9	15.2	16.4	1.8	6.7	72.0
July 1966	4.7	6.1	14.8	12.5	2.3	12.7	16.6	16.4	1.7	6.6	79.6
PRINCE EDWARD ISLAND											
July 1967†	0.2	0.1	3.2	2.7	0.5	2.2	2.9	3.8	0.6	2.5	15.5
June 1967*	0.1	0.1	2.9	2.4	0.5	2.0	2.9	3.8	0.6	2.4	14.8
July 1966	0.3	0.1	3.0	2.5	0.5	2.4	2.9	3.8	0.6	2.4	15.5
NOVA SCOTIA											
July 1967†	2.6	7.2	33.9	18.5	15.4	14.8	22.6	28.7	6.3	14.8	131.0
June 1967*	2.7	7.3	33.4	18.1	15.4	14.9	22.7	28.6	6.4	14.1	130.2
July 1966	2.8	7.4	35.0	18.4	16.6	15.2	24.1	28.3	5.9	14.2	133.1
NEW BRUNSWICK											
July 1967†	9.9	3.0	29.6	19.3	10.3	11.7	23.9	23.1	4.2	11.6	116.8
June 1967*	8.7	3.0	29.0	18.9	10.1	11.2	22.6	23.0	4.2	11.2	112.6
July 1966	10.4	2.8	27.4	18.1	9.3	13.1	22.6	23.0	4.1	10.6	114.0
QUEBEC											
July 1967†	29.0	27.8	507.8	313.3	194.5	96.7	182.7	240.5	74.9	167.9	1,327.1
June 1967*	28.7	27.5	508.5	317.8	190.8	92.7	183.4	241.8	74.2	168.1	1,325.1
July 1966	29.1	28.1	509.3	313.0	196.3	116.6	177.2	232.1	70.4	149.9	1,312.6
ONTARIO											
July 1967†	13.3	36.2	802.3	360.3	442.0	149.5	217.9	364.5	114.8	240.8	1,939.3
June 1967*	13.3	35.9	814.4	363.0	451.4	145.0	220.4	373.1	113.9	239.7	1,955.8
July 1966	13.6	26.8	794.3	359.9	434.5	154.3	218.9	358.3	107.5	233.0	1,906.7
MANITOBA											
July 1967†	1.5	6.3	47.9	27.6	20.3	17.9	49.5	51.3	12.2	29.4	216.0
June 1967*	1.5	6.1	48.2	27.7	20.4	17.5	49.0	51.5	12.0	29.2	214.9
July 1966	1.6	5.8	47.2	27.7	19.5	17.1	48.1	51.1	12.0	28.3	211.2
SASKATCHEWAN											
July 1967†	0.2	5.4	16.2	10.2	6.0	18.2	29.0	37.9	8.5	18.6	134.0
June 1967*	0.2	5.5	16.1	10.0	6.0	17.3	28.3	37.7	8.3	18.1	131.4
July 1966	0.2	5.2	15.6	10.2	5.4	18.4	28.7	37.5	8.2	17.7	131.5
ALBERTA											
July 1967†	3.7	19.4	52.4	26.8	25.7	39.6	52.8	76.2	16.0	51.4	311.5
June 1967*	3.3	19.1	52.3	26.4	25.9	39.0	51.5	76.1	15.8	50.1	307.2
July 1966	4.8	18.3	49.9	26.4	23.5	38.5	51.0	73.2	14.5	47.7	297.9
BRITISH COLUMBIA											
July 1967†	19.3	10.3	129.5	54.1	75.3	40.7	79.7	94.5	24.8	72.9	471.6
June 1967*	19.3	9.8	127.0	51.7	75.4	40.1	78.6	93.0	24.5	71.6	464.0
July 1966	22.0	10.9	134.4	53.9	80.4	40.0	76.9	92.7	23.5	68.8	469.3

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry*, (DBS Cat. No. 72-002).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	113.7	112.5	102.9	127.28	128.92	116.83
Metals	109.1	108.3	93.0	129.03	129.57	118.88
Mineral fuels	104.9	105.4	100.9	129.13	135.11	119.65
Non-metals except fuels	124.4	121.4	122.3	113.97	117.48	103.34
Quarries and sand pits	129.7	127.8	140.7	111.86	111.76	105.06
Services incidental to mining	144.5	140.0	134.4	136.02	134.42	123.49
MANUFACTURING	124.3	124.7	124.0	106.18	106.60	99.24
Durable goods	133.7	134.4	133.1	113.69	114.28	106.50
Non-durable goods	116.7	116.8	116.7	99.26	99.49	92.59
Food and beverages	119.5	115.3	117.9	94.05	94.81	86.81
Foods	119.2	114.5	118.0	90.76	91.34	83.38
Beverages	121.8	120.1	116.7	114.06	115.39	108.82
Tobacco processing and products	95.1	96.5	91.2	110.91	113.46	104.60
Rubber products	120.6	122.4	124.4	109.42	108.42	101.35
Leather products	98.0	99.8	104.4	69.63	70.31	65.46
Textile products	117.3	119.0	113.2	86.88	86.78	81.01
Knitting mills	111.3	112.5	117.9	66.43	66.84	62.27
Clothing	108.5	111.4	113.4	64.57	64.33	60.19
Wood products	113.6	112.7	120.0	95.36	95.45	87.36
Furniture and fixtures	128.6	127.7	133.9	87.09	87.41	80.56
Paper and allied industries	120.9	122.0	121.2	125.29	125.26	119.12
Printing, publishing and allied industries	113.4	115.1	111.0	113.82	113.53	106.32
Primary metal industries	126.4	127.4	120.5	129.33	128.72	119.92
Metal fabricating industries	132.6	135.3	137.4	111.31	111.69	105.93
Machinery, except electrical	147.3	150.8	147.8	120.59	119.46	113.58
Transportation equipment	147.7	156.6	136.4	121.65	123.79	115.29
Electrical products	142.5	131.6	141.4	107.13	107.63	101.55
Non-metallic mineral products	121.1	122.5	131.2	114.67	113.90	108.44
Petroleum and coal products	107.2	106.1	105.0	155.78	154.98	147.13
Chemicals and chemical products	120.3	121.7	118.1	120.60	121.84	114.91
Miscellaneous manufacturing industries	131.5	133.7	132.9	92.43	92.41	85.46
CONSTRUCTION	132.4	128.0	150.5	133.68	132.25	123.10
Building	133.0	130.6	144.0	128.65	127.71	118.63
Engineering	131.2	123.3	163.2	142.55	140.62	130.77
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	116.2	115.3	112.0	113.43	112.59	105.13
Transportation	113.9	113.2	108.5	113.55	113.09	105.64
Storage	122.6	120.2	120.9	97.56	97.86	92.42
Communication	120.7	119.6	120.4	107.32	106.61	98.28
TRADE	124.4	126.1	121.9	82.43	82.14	78.01
Wholesale trade	123.7	123.2	119.6	100.56	101.39	95.35
Retail trade	124.8	127.7	123.3	72.42	71.80	68.26
FINANCE, INSURANCE AND REAL ESTATE	127.2	126.4	122.1	100.05	99.81	92.72
Financial institutions	130.1	129.0	126.5	96.13	95.56	89.40
Insurance and real estate	123.3	122.9	115.9	105.60	105.81	97.81
SERVICE	161.4	160.7	145.8	76.31	75.23	70.57
Recreational services	149.6	148.3	146.1	67.16	66.37	62.47
Business services	172.0	174.0	160.5	114.63	112.88	108.88
Personal services	149.1	148.2	137.0	55.82	55.43	53.28
Miscellaneous services	197.5	193.9	157.9	89.35	86.37	76.93
INDUSTRIAL COMPOSITE	125.5	125.3	123.9	103.28	102.96	96.67

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	40.9	42.3	41.6	2.87	2.83	2.57	117.55	119.78	106.73
Metals	40.8	41.6	41.6	3.01	2.97	2.68	122.87	123.67	111.70
Mineral fuels	36.7	42.9	37.0	2.44	2.40	2.31	89.76	102.73	85.69
Non-metals, except fuels	41.7	42.7	40.7	2.63	2.63	2.43	109.57	112.28	98.66
Quarries and sand pits	49.2	49.2	50.3	2.23	2.25	2.05	109.80	110.80	103.31
Services incidental to mining	41.8	42.3	43.7	3.14	3.08	2.75	131.09	130.62	120.13
MANUFACTURING	40.2	40.6	40.6	2.40	2.39	2.23	96.52	97.13	90.46
Durable goods	40.6	41.1	41.0	2.58	2.57	2.41	104.84	105.65	98.66
Non-durable goods	39.9	40.1	40.3	2.22	2.21	2.05	88.44	88.77	82.53
Food and beverages	40.7	40.6	41.0	2.10	2.11	1.90	85.42	85.77	77.98
Foods	40.6	40.5	40.9	2.03	2.04	1.83	82.58	82.74	74.87
Beverages	41.5	41.8	42.9	2.59	2.59	2.38	107.38	108.24	102.15
Tobacco processing and products	37.0	37.9	37.1	2.72	2.73	2.59	100.70	103.49	95.88
Rubber products	41.0	40.9	40.8	2.49	2.45	2.32	102.01	100.26	94.56
Leather products	38.6	39.3	39.0	1.64	1.64	1.53	63.30	64.22	59.69
Textile products	40.8	40.9	41.0	1.86	1.86	1.72	75.94	75.92	70.40
Miscellaneous textiles	39.9	39.4	39.8	1.79	1.69	1.61	71.57	66.67	64.17
Knitting mills	40.0	40.2	40.4	1.47	1.48	1.37	58.76	59.47	55.28
Clothing	36.5	36.5	36.8	1.59	1.58	1.47	58.06	57.85	54.30
Wood products	40.0	40.2	39.8	2.28	2.27	2.08	91.11	91.28	82.82
Furniture and fixtures	41.9	42.1	41.8	1.91	1.91	1.79	80.07	80.61	74.63
Paper and allied industries	41.1	41.8	42.0	2.86	2.83	2.68	117.64	118.31	112.52
Pulp and Paper mills	41.1	42.2	42.2	3.10	3.07	2.92	127.31	129.38	123.19
Printing, publishing and allied industries	38.7	38.7	38.8	2.88	2.88	2.71	111.44	111.38	105.26
Primary metal industries	40.7	40.8	40.9	2.99	2.93	2.80	121.67	119.54	114.57
Iron and steel mills	40.3	40.3	40.4	3.13	3.11	2.94	126.03	125.57	118.78
Metal fabricating industries	40.9	41.4	41.7	2.53	2.52	2.40	103.54	104.20	100.00
Machinery, except electrical	40.7	40.8	41.8	2.72	2.70	2.55	110.71	110.08	106.46
Transportation equipment	40.1	41.5	40.0	2.80	2.80	2.63	112.41	116.28	105.24
Aircraft and parts	40.9	42.1	39.5	2.76	2.76	2.64	112.83	116.16	104.32
Motor vehicles	40.4	41.6	40.3	2.90	2.89	2.69	117.00	120.36	108.48
Assembling	40.3	42.8	41.4	3.13	3.10	2.91	126.26	132.75	120.50
Parts and accessories	40.4	40.5	39.6	2.82	2.78	2.60	113.98	112.84	102.78
Shipbuilding and repairing	38.4	40.4	40.0	2.69	2.65	2.60	103.10	107.22	103.92
Electrical products	39.4	39.8	40.0	2.33	2.28	2.19	91.90	90.73	87.64
Communications equipment	38.4	39.2	39.0	2.24	2.15	2.07	86.22	84.08	80.80
Non-metallic mineral products	43.5	43.6	44.4	2.51	2.48	2.32	109.10	108.18	103.25
Petroleum and coal products	43.2	42.4	43.4	3.36	3.37	3.17	145.45	142.73	137.50
Chemical and chemical products	40.1	41.4	40.9	2.61	2.60	2.44	104.68	107.74	99.92
Miscellaneous manufacturing industries	40.1	40.4	40.4	1.95	1.94	1.80	78.34	78.39	72.52
CONSTRUCTION	43.0	42.4	44.3	3.08	3.08	2.74	132.44	130.66	121.55
Building	40.2	39.8	41.4	3.15	3.15	2.82	126.80	125.49	116.91
General contractors	40.1	39.7	41.5	3.02	3.00	2.69	121.09	118.99	111.69
Special trade contractors	40.3	39.9	41.3	3.28	3.29	2.96	131.96	131.04	122.28
Engineering	47.7	47.1	49.3	2.98	2.97	2.63	142.23	140.14	129.51
Highways, bridges and streets	49.6	48.5	51.2	2.43	2.41	2.23	120.39	116.89	114.30
Other engineering	45.7	45.7	47.4	3.63	3.58	3.03	165.70	163.69	143.74
OTHER INDUSTRIES									
Urban transit	44.8	43.0	43.1	2.90	2.87	2.72	129.93	123.36	117.35
Highway and bridge maintenance	40.3	40.3	41.5	2.20	2.25	1.96	88.83	90.84	81.22
Laundries, cleaners and pressers	38.8	39.0	38.6	1.40	1.41	1.30	54.25	55.08	50.23
Hotels, restaurants and taverns	35.3	34.7	36.0	1.38	1.37	1.29	48.53	47.66	46.50

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June*	40.6	2.39	97.13	130.5	112.2
July†	40.2	2.40	96.52	129.6	111.0

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
				$	$	$
Newfoundland	42.1	42.4	40.0	1.92	1.89	1.77
Nova Scotia	40.7	40.6	40.8	1.91	1.89	1.82
New Brunswick	41.2	41.8	42.4	1.93	1.93	1.82
Quebec	40.8	41.4	41.5	2.16	2.16	2.01
Ontario	40.3	40.6	40.5	2.52	2.51	2.34
Manitoba	39.9	40.2	40.5	2.15	2.14	1.94
Saskatchewan	40.0	40.0	41.0	2.49	2.45	2.28
Alberta	39.9	39.8	40.6	2.46	2.47	2.25
British Columbia	37.4	37.7	37.7	3.01	2.97	2.78

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, Cat. No. 73-001. For further information regarding the nature of the data see Technical Note, page 25.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—July	4,902,000	4,655,700	246,300
June	4,736,000	4,493,200	242,800
May	4,655,000	4,373,900	281,100
April	4,746,000	4,253,700	492,300
March	4,750,000	4,206,200	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, August 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	17,184	416,945
Prince Edward Island	2,658	58,238
Nova Scotia	28,963	691,365
New Brunswick	20,754	480,460
Quebec	222,254	5,475,145
Ontario	265,342	6,499,994
Manitoba	21,181	480,265
Saskatchewan	11,908	266,732
Alberta	23,474	557,094
British Columbia, Yukon Territory	77,480	1,922,481
Total, Canada, August 1967	691,198	16,848,719
Total, Canada, July 1967	719,947	17,743,009
Total, Canada, August 1966	500,900	11,821,420

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, August 31, 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,641	1,159	482	1,693	1,037	656	528
Prince Edward Island	229	165	64	234	137	97	84
Nova Scotia	3,925	2,707	1,218	3,953	2,649	1,304	954
New Brunswick	2,576	1,797	779	2,831	1,666	1,165	753
Quebec	27,807	18,351	9,456	30,909	17,735	13,174	9,795
Ontario	37,886	27,702	10,184	43,351	21,116	22,235	11,540
Manitoba	1,791	1,341	450	2,166	1,263	903	375
Saskatchewan	946	741	205	962	576	386	325
Alberta	2,524	1,959	565	2,660	1,585	1,075	627
British Columbia, Yukon Territory	13,210	8,103	5,107	11,943	7,930	4,013	3,932
Total, Canada, August 1967	92,535*	64,025	28,510	100,702†	55,694	45,008	28,913
Total, Canada, July 1967	102,099	66,049	36,050	80,855	42,547	38,303	32,985
Total, Canada, August 1966	83,637	62,793	20,844	85,980	45,331	40,649	30,642

*In addition, revised claims received numbered 30,482.

†In addition, 30,482 revised claims were disposed of. Of these 3,329 were special requests not granted and 1,397 were appeals by claimants. There were 7,006 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 31, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 31 1967	August 31 1966
CANADA	227,098	94,047	60,674	44,935	27,442	246,262	187,172
Male	134,875	63,528	33,993	23,426	13,928	147,484	113,175
Female	92,223	30,519	26,681	21,509	13,514	98,778	73,997
NEWFOUNDLAND	5,767	2,053	1,602	1,340	772	6,031	4,875
Male	4,201	1,572	1,193	951	485	4,629	3,535
Female	1,566	481	409	389	287	1,402	1,340
PRINCE EDWARD ISLAND	757	248	251	186	72	856	739
Male	416	153	139	91	33	494	483
Female	341	95	112	95	39	362	256
NOVA SCOTIA	9,695	3,329	2,709	1,839	1,818	9,497	8,940
Male	6,678	2,543	1,761	1,205	1,169	6,490	6,176
Female	3,017	786	948	634	649	3,007	2,764
NEW BRUNSWICK	7,145	2,540	1,804	1,686	1,115	7,742	7,810
Male	4,662	1,767	1,124	1,171	600	4,977	5,436
Female	2,483	773	680	515	515	2,765	2,374
QUEBEC	72,284	29,645	19,705	15,303	7,631	77,611	53,132
Male	46,790	20,977	12,501	9,139	4,173	49,321	32,040
Female	25,494	8,668	7,204	6,164	3,458	28,290	21,092
ONTARIO	87,350	37,401	23,955	16,120	9,874	103,097	76,561
Male	47,791	23,885	12,189	7,093	4,624	59,886	45,649
Female	39,559	13,516	11,766	9,027	5,250	43,211	30,912
MANITOBA	5,719	1,911	1,535	1,244	1,029	5,934	5,138
Male	2,635	1,017	687	492	439	2,750	2,316
Female	3,084	894	848	752	590	3,184	2,822
SASKATCHEWAN	3,275	965	944	708	658	3,388	3,024
Male	1,266	424	286	254	302	1,389	1,267
Female	2,009	541	658	454	356	1,999	1,757
ALBERTA	7,353	2,610	1,805	1,795	1,143	7,150	5,652
Male	3,137	1,168	645	790	534	3,473	2,894
Female	4,216	1,442	1,160	1,005	609	3,677	2,758
BRITISH COLUMBIA, YUKON TERRITORY	27,753	13,345	6,364	4,714	3,330	24,956	21,301
Male	17,299	10,022	3,468	2,240	1,569	14,075	13,379
Female	10,454	3,323	2,896	2,474	1,761	10,881	7,922

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of October 1967

	All Items									
	Oct. 1967	*Sept. 1967*	*Oct. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	130.8	130.8	126.5	127.2	122.7	128.1	126.1	191.5	155.8	120.4
Halifax	142.5	142.4	139.0	140.4	140.1	142.1	143.4	188.0	190.7	131.8
Saint John	145.7	145.7	141.7	144.1	139.5	143.5	155.2	213.5	175.4	131.1
Montreal	148.8	149.1	142.6	151.8	145.2	125.6	182.1	198.0	172.9	131.9
Ottawa	148.6	148.3	144.9	148.6	144.0	139.3	168.4	203.0	165.0	136.0
Toronto	151.8	152.2	148.1	144.9	153.9	140.8	159.1	190.9	207.0	132.5
Winnipeg	146.8	147.1	140.6	146.4	135.8	147.0	150.1	208.9	165.5	147.4
Saskatoon-Regina	140.6	140.9	136.9	144.0	134.3	145.6	142.0	166.9	162.5	129.3
Edmonton-Calgary	141.7	142.0	136.2	140.3	136.5	144.3	142.8	196.7	162.2	126.1
Vancouver	144.9	145.1	140.0	142.0	146.0	136.1	154.8	178.5	164.7	128.5

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25

*Preliminary.

TABLE G-2—Strikes and Lockouts, October 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	4,410
Mines	1	46	410
Manufacturing	35	9,481	157,520
Construction	8	4,588	39,560
Transportation and utilities	11	7,722	94,080
Trade	9	2,426	27,040
Finance	—	—	—
Service	4	202	2,780
Public administration	1	50	1,050
ALL INDUSTRIES	70	24,725	326,850

TABLE G-3—Strikes and Lockouts, October 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	26	550
Prince Edward Island	—	—	—
Nova Scotia	1	46	410
New Brunswick	2	222	4,670
Quebec	15	10,975	128,280
Ontario	29	5,995	76,310
Manitoba	—	—	—
Saskatchewan	1	834	1,230
Alberta	2	32	690
British Columbia	15	6,343	110,330
Federal	4	252	4,380
ALL JURISDICTIONS	70	24,725	326,850

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			October	Accumulated		
FORESTRY						
Columbia Cellulose— Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	4,410	6,300	Sept. 19 —	Wages—
MANUFACTURING						
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,320	38,900	Nov. 21 —	Wages, union security, bonding of employees—
Canadian Celanese Ltd., Sorel, Que.	Textile Workers' Union, Loc. 1434 (AFL-CIO/CLC)	739	7,140	7,140	Oct. 18 —	Wages—
Wood						
Several lumber companies, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	5,105	87,260	87,260	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	203	1,830	1,830	Oct. 19 —	Wages, hours, job evaluation—
Furniture and Fixtures						
Ten furniture manufacturing firms, Vancouver, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	231	4,770	8,210	Sept. 11 —	Wages, fringe benefits—
Paper						
Barber Ellis of Canada Ltd., Brantford, Ont.	Auto Workers Loc. 397 (AFL-CIO/CLC)	181	—	10,490	July 10 Oct. 2	Wages—12¢ an hr. increase immediately, 12¢ an hr. May 18, 1968, 12¢ May 18, 1969; 10 statutory holidays, other improved benefits.
Columbia Cellulose— Celgar Lumber Division, & Celgar Pulp Division, Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,500	13,320	Sept. 18 —	Wages—
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	350,370	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Reynolds Aluminum Co. of Canada Ltd., Cap-de-la-Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	630	—	40,210	July 3 Oct. 2	Wages, hours, fringe benefits— Wage increase 20¢ an hr. immediately, 5¢ an hr. Apr. 1, 1968, 5¢ Oct. 1, 1968, 5¢ Apr. 1, 1969, 5¢ Oct. 1, 1969; 2 weeks vacation after 3 years, 3 weeks after 10 years, 4 weeks after 20 years, $150 in lieu of retroactive pay, other improved benefits.
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	1,480	1,480	Oct. 23 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
Machinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	9,830	42,590	June 21 —	Wages in a new agreement—
Jeffreys Mfg. Ltd., Montreal, Que.	Auto Workers Loc. 151 (AFL-CIO/CLC)	150	3,150	5,400	Sept. 11 —	Wages, union security, bargaining unit, seniority, vacations—
Burroughs Business Machines, Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	175	3,680	6,310	Sept. 11 —	Wages, cost of living bonus, fringe benefits—
Transportation Equipment						
Blackstone Industrial Products Ltd., Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	4,350	9,460	Aug. 25 —	Wages, fringe benefits—
Non-Metallic Mineral Products						
Wilson Concrete Products Ltd., Belleville, Ont.	Cement Workers Loc. 424 (AFL-CIO/CLC)	195	2,730	6,630	Sept. 1 Oct. 23	Wages, hours—Starting rate raised to 36¢-46¢ an hr., 15¢ an hr. second year.
Dominion Glass Ltd., Burnaby, B.C.	Glass and Ceramic Workers Loc. 238 (AFL-CIO/CLC)	141	1,970	3,080	Sept. 20 Oct. 22	Wages—10% increase eff. Aug. 15, 1967, 4% Apr. 15, 1968, 4% Dec. 15, 1968; 3 weeks vacation after 7 years, 9¢ and 12¢ for shift differential, $50 retroactive pay, other benefits.
CONSTRUCTION						
Various structural steel contractors, Various locations, Ontario.	Structural Iron Workers various locals (AFL-CIO/CLC)	3,162	27,550	241,040	May 10 —	Wages, hours, fringe benefits—
Hydro Electric Power Commission, Lambton Generating Station, Courtright, Ont.	Various unions	330	6,930	24,420	July 17 —	Disagreement over a clause in new contract—
Foundation Company of Canada, Prince Albert, Sask.	Plumbers Loc. 264 (AFL-CIO/CLC)	834	1,230	1,230	Oct. 6 Oct. 16	Jurisdictional dispute between unions—Return of workers when jurisdiction resolved.
TRANSPORTATION AND UTILITIES						
Transportation						
Montreal Transportation Commission Metropolitan Montreal, Que.	Public Service Employees Federation (CNTU)	6,000	85,710	128,570	Sept. 21 Oct. 21	Wages—Return of workers referral to conciliation.
Various trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	3,500	3,500	Oct. 28 —	Wages—

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			October	*Accumulated*		
RADE						
Various retail grocery stores, Quebec, Que.	Commerce and Office Employees (CNTU)	2,000	18,330	18,330	Oct. 19 —	Wages, hours—
Cargill Grain Company Ltd.,* Baie Comeau, Que.	CNTU-chartered local	175	3,680	4,560	Sept. 25 —	Not reported—
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,300	18,090	May 29 —	Union recognition—
ERVICE						
'ealth and Welfare						
Government of Quebec, Province-wide, Que.	Quebec Association of Radiologists	180	2,520	8,820	Aug. 11 Oct. 23	Fees and control over private practice—Return of radiologists.

*Federal Jurisdiction.

Statistical information on work stoppages Canada is compiled by the Economics nd Research Branch of the Canada Depart- ent of Labour on the basis of reports om the Manpower Division, Department Manpower and Immigration. The first iree tables in the section cover strikes and ckouts which amount to ten or more ian-days.

The developments leading to work stop- ages are often too complex to make it racticable to distinguish statistically be- veen strikes on the one hand and lockouts n the other. However, a work stoppage iat is clearly a lockout is not often en- ountered.

The data on workers involved include all orkers reported on strike or locked out, hether or not they all belonged to the nions directly involved in the disputes ading to work stoppages. Where the num- er of workers involved varied in the course f the stoppage, the maximum number is sed for monthly totals, but adjustments re made for changes reported in the num- er of workers involved in work stoppages xtending over two or more months. Work- rs indirectly affected, such as those laid ff as a result of a work stoppage, are not ncluded in the data on workers involved. heir number, however, if any, is shown n parentheses for the major work stoppages sted in Table G-4. The data in parentheses re those reported at an early stage of the ork stoppage, and they refer only to the lant or premises at which the stoppage ccurred.

Duration of strikes and lockouts in man-

Technical Notes to "G" Tables

days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification (1960) (DBS Cat. No. 12-501).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the government agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

TABLE H—Employment Fatalities in Canada During Third Quarter of 1967

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14–19	1	—	—	1	4	6	1	2	—	—	—	15	6.3
20–24	2	1	—	4	3	21	8	2	—	—	3	44	18.4
25–44	—	9	7	9	9	31	25	4	1	2	3	100	41.9
45–64	3	2	—	7	14	11	21	1	1	4	3	67	28.0
65 and over	2	—	1	1	2	1	2	1	1	2	—	13	5.4
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
By Industry and Occupation†													
Farmers (a)	8	—	—	—	—	—	—	—	—	—	—	8	3.3
Loggers (b)	—	9	—	—	—	—	1	—	—	—	1	11	4.6
Fishermen (c)	—	—	8	—	—	—	—	—	—	—	—	8	3.3
Miners (d)	—	—	—	17	1	5	—	3	—	—	—	26	10.9
Craftsmen (e)	—	1	—	3	21	42	17	3	1	6	1	95	39.8
Labourers (f)	—	—	—	—	1	18	3	1	1	—	—	24	10.0
Transport (g)	—	1	—	1	5	2	30	1	—	—	—	40	16.8
Managerial	—	1	—	—	2	1	3	1	—	—	—	8	3.3
Professional (h)	—	—	—	—	—	2	1	—	—	1	—	4	1.7
Clerical	—	—	—	—	—	—	—	1	—	—	—	1	0.4
Sales	—	—	—	—	1	—	1	—	—	—	—	2	0.9
Service (i)	—	—	—	1	1	—	1	—	1	1	7	12	5.0
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	1	7	—	9	6	14	4	2	—	1	—	44	18.4
Falls and slips (k)	1	—	—	4	5	15	4	2	1	3	—	35	14.6
Collisions, derailments (l)	1	3	6	2	3	19	31	2	—	—	1	68	28.5
Caught in, on, between (m)	2	2	1	3	6	4	7	—	—	—	—	25	10.4
Inhalations (n)	—	—	—	2	3	6	1	2	—	1	—	15	6.3
Conflagrations (o)	1	—	1	1	3	1	2	1	1	—	3	14	5.9
Electric current (p)	2	—	—	1	1	5	4	1	—	1	2	17	7.1
Over-exertion (q)	—	—	—	—	1	4	1	—	—	2	2	10	4.2
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	4	2	3	—	1	—	1	11	4.6
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
PER CENT OF TOTAL	3.3	5.0	3.3	9.2	13.4	29.3	23.9	4.2	1.3	3.3	3.8	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuranc and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and relate workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreatic workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violenc bites, stings, etc.

**Of these totals, 171 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 68 were obtaine from other sources.

abour gazette

Canada Department of Labour/February 196



International Year
For Human Rights
1968

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50 (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50 Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1961 Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

labour gazette

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International Year For Human Rights 1968

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Cover Photograph

Human Rights Year 1968 is the theme of our principal article this month (p. 74), and our unusual cover picture somehow seemed to symbolize the slow, centuries-long ascent of mankind in its struggle against the folly, prejudice, blindness and ignorance that breed discrimination.

NFB photo

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Department of Labour Today

A Briefing on the Task Force

Fifteen field officers of the Department's Conciliation and Arbitration Branch met in Ottawa for a week-long conference during December to discuss problems of industrial relations and to learn about several facets of administration in conciliation and arbitration matters. Talks were presented and then discussed under the direction of officers of the Department.



Woods

The guest speaker was Prof. H. D. Woods, Dean of Arts and Sciences at McGill University, who is the head of the Task Force on labour relations. Prof. Woods spoke about the work of the Task Force. He reminded the officers that he could not say what conclusions the Task Force would reach or what recommendations it would make, because the work is as yet only half completed.

Describing the background of the Task Force, Prof. Woods said that it was a product of the railway crisis of the summer of 1966 (L.G. 1966, p. 630). The members meet informally with three committees: a ministerial committee; a senior government committee, comprising senior administrative officers; and a labour-management advisory body, which is also an advisory body of the Economic Council of Canada.

The terms of reference of the Task Force, he said, are "to look into industrial relations in Canada with a view to making recommendations for policy and any other matters in this field that are of concern to the people of Canada." Under these general directions, the Task Force is able to use any means it deems necessary to complete the project (L.G. 1966, p. 631).

Extensive Research

Prof. Woods said that there are 75 to 80 projects currently under way. Research is conducted by federal Government departments, by outside labour experts hired by the departments specifically for the project, or by contract research agencies, such as universities, across Canada.

There are no public hearings during sessions, but the Task Force has advertised asking for briefs to be submitted to it for consideration (L.G., Nov. 1967, p. 680). Several national bodies representing both labour and management also have contributed reports, which are more frank, because they can be treated in a confidential manner.

The Task Force is considering several areas of problems and research.

The rights and responsibilities of parties is under investigation to determine what are the specific areas of jurisdiction of each. The members are conducting an examination of what is the most appropriate unit for collective bargaining for certification under the Canada Labour Relations Board. Research is being done on what constitutes unfair labour practices. The growing lack of trust of trade union members for their leaders manifests itself in the problems of ratifying collective bargaining agreements, and this phenomenon is being studied by the Task Force.

Another major topic is the problem of what constitutes an emergency situation in labour-management disputes, and the areas of "public interest" in them. The use of injunctions must be studied, because it is a major tool used in disputes.

Trade-off Problem

The difficulty of maintaining price stability, and at the same time decreasing unemployment levels — known as the trade-off problem — is a subject of prime concern. The economic forces at work in the economy, such as cost-push and demand-pull, are being reviewed to uncover the influence that they have on industrial relations in Canada. The Task Force is concerned with the industrial relations consequences of economic policy as investigated by the Economic Council (L.G., Feb. 1967, p. 90; Dec. 1967, p. 734).

The Task Force is studying the role of governments within the legislative framework of the labour relations acts of the provinces and Parliament, and the implementation of their services in industrial relations areas. The study will survey the expanding role of government as employer, and the consequent increased functions of government on behalf of its employees.

Studies of economic conversion and technological change in industries grew out of the Freedman Report (L.G. 1966, p. 4), and in this area, the Task Force is analyzing problems connected with the retraining of workers, debating whether or not such retraining should be done at public expense, and investigating the social costs of automation in industry in terms of laid-off workers. Dealing with the principle findings of the Freedman Report, the Task Force must decide whether the right to strike during the life of an agreement should be allowed, or whether bargaining to establish procedures for handling change should take place in advance of negotiations for a new contract.

Prof. Woods made several references to European, British and American experiences during his address. By studying these, he said, the Task Force can select which procedures are suitable for adaptation to Canadian conditions.

50 Years Ago

From the Labour Gazette February 1918

An appeal tribunal explained the grounds and conditions of exemption from military service in the appeal of Crow's Nest Pass and Southern Alberta coal miners. The Dominion Government held a conference with labour representatives.

"These appellants must understand they are not soldiers. And where exemption is granted them, it is so granted because the court is of the opinion they are of greater value to the nation by remaining coal miners than by becoming soldiers. And the only way they can continue to be of greater value as coal miners than as soldiers is by producing coal."

This is an extract from a judgment rendered by a judge of Appeal Tribunal No. 12 in the case of some 36 miners of the Crow's Nest Pass and Southern Alberta districts whose claims for exemption from military service had been disallowed by the local tribunal at Fernie, B.C. The appeals were made by the United Mine Workers of America. It was reprinted in the February 1918 issue of the LABOUR GAZETTE.

This journal did not say how many of the miners were granted exemption by the appeal tribunal, but the judgment in which the reasoning of the court was given was published verbatim.

"I repeat my statement: men to whom exemption is granted are in the position of soldiers, and they must work as steadily and continuously as though they had donned khaki," the judgment continued. "To my mind, they should esteem it an honour and privilege to be in the position where they are called upon to help their country by using extra efforts for the production of a commodity so essential as coal; and they should carry on their duties here with the same willingness and the same cheerfulness that their brothers and friends have shown when they went to the front."

The judge went on to say that he was not binding the exempted miner to work in any particular mine or for any particular employer, because to do so would be placing him too much in the power of his employer. "On the other hand, there must be no malingering, no holidays other than specified, no letting up on the production of coal, but rather a speeding up on the part of these appellants. If it can be shown by the military authorities at any time that any man is not following the rules I am establishing, that man must understand that his exemption ceases and he will at once become liable for military duty."

The judge said that he would give the men and the military authorities an opportunity to come before him from time to time to state their cases, but he again warned the appellants that, if there were letting up or cessation of work, the exemption would stop and they would at once be drafted into military service. He laid down certain rules regarding exemptions:

An exemption would be conditional upon the appellant's being continuously employed in his occupation; anyone who ceased to work for more than 24 hours without just cause would be considered to be not continuously employed; a layoff of more than 24 hours without just cause must not occur more than once a month; in case of illness, a certificate signed by a medical practitioner must be obtained within 48 hours, and if demanded by the military or civil authorities, it must be produced and filed in the office of the Chief of Provincial Police in Fernie; if a stoppage of work for some cause beyond the control of the workman occurred, such as an accident, a certificate must be obtained from the manager of the mine where the workman was employed, and upon demand by the military or civil authorities, must be produced and filed in the office of the Chief of Provincial Police in Fernie; in the event of a strike or cessation of work by workmen other than exempted men that prevented the latter from working, the exemption would cease, subject to the provisions of two rules mentioned below; no exempted man was to occupy an official position or to carry on work that prevented him from working at his usual occupation in the mine; if a person granted exemption wanted to change his employment from one employer to another, he must apply in writing to the appeal tribunal and obtain a certificate authorizing him to do so; exemptions were to continue until June 1, 1918, when application must be made for extension.

The rule that an exemption would lapse if the man exempted was prevented from working by a strike or cessation of work by other workmen was subject to the following safeguards: if a dispute arose between the military authorities and anyone to whom an exemption had been granted, or if the military authorities drafted, detained or arrested an exempted man for noncompliance with the rules or for any other reason, the matter was to be brought before the appeal judge as soon as possible; all parties had the right to apply to the judge "in a summary manner" for a further special or general ruling on any matter that might arise.

Conference with Labour

At the invitation of the Dominion Government, a number of representative labour men from all parts of the country came to Ottawa at the end of January 1918 to confer with the Government on a number of important matters, expecially those having to do with labour.

"The railway situation was discussed and the labour men asked for the nationalization of all the roads, or failing this, a central control board which should operate the railways as one system during the war," this journal said. "As to shortage of labour for railway maintenance, the labour men were of the opinion that the difficulty was not caused by labour shortage, but rather by unequal distribution of labour. It is understood that the question of compulsory farm labour was not raised by the Dominion Government, but it was informally discussed with the labour representatives by some of the local representatives of agricultural departments of the provincial governments.

"The labour representatives took the position that conscription of farm labour was impracticable. . . . It was conceded, however, that it might be advisable to make some statistical survey of the supply of labour available, and it was understood that the Government would take the matter into consideration and issue a statement shortly. The labour representatives also opposed the introduction of alien labour.

"As counter proposals to conscription of labour and the importation of aliens, the labour men suggested that efforts should be made to organize more efficiently the present supply of labour in the country. They approved the abolition of private employment agencies and the organization by the Dominion Government in co-operation with the provinces of a national system of employment exchanges.

"They also suggested that special railway rates should be granted to labourers going to employment at a distance. No opposition was expressed to the securing of farm labour from the United States or the exemption of farm labour from compulsory military service. . . ."

Minister describes department's new role

Never before have fundamental attitudes to industrial relations required such a thorough overhaul, Hon. John R. Nicholson, Minister of Labour, said in speaking to the Vancouver Rotary Club early in November. Two days later, at the other end of the country, he told a labour-management area conference in Corner Brook, Nfld., that the need for real communication between labour and management was being felt by both parties more than it ever had been.

The Minister provided additional information about the new program of "positive industrial relations" initiated by his department at the end of September. The program included plans for a series of meetings with leaders of management and unions in industries under federal jurisdiction (L.G., Dec. 1967, p. 731).

Dealing with his department's new attitude of "positive action" instead of its historic role of "referee," the Minister told his Vancouver audience that there was "much evidence to indicate that the rate of significant change in major employment fields is now so rapid that certain inflexibilities inherited from the past . . . are considerably less compatible with the needs of society than they once were."

Mr. Nicholson referred to two important new trends: the increasing unionization of the public service part of the economy and the "re-birth of union militancy in some regions." He expressed the opinion that it was an oversimplification to suppose that the rising restlessness in industrial relations could be satisfactorily explained in purely economic terms. Very much more than this was involved.

Although he affirmed his belief that the principle of free collective bargaining remained unchallenged as a means of dealing with the needs of our society, he also said, "I believe that both labour and management are coming to recognize that collective bargaining, using only the law of the jungle, can only hurt, not help, their own interests, as well as those of the public at large."

Speaking in Corner Brook, the Minister said that communication in industrial relations demanded good will and frankness, and he added, "If labour and management abdicate their responsibilities, there will be a growing demand for more government intervention, if only to protect the public interest. And if we come to depend on government intervention to extricate industrial relations from its difficulties, then the whole system of free collective bargaining is in jeopardy."

He said that joint labour-management consultation committees offered one way by which labour and management could come to a better understanding of each other's position. "Such committees offer both parties a way of communicating that they could never achieve if their relations were confined to periodic bargaining sessions."

Vacations are getting longer for U.S. workers

Two-week vacations are gradually disappearing from the United States industrial scene. In the November 1967 issue of *The American Federationist*, Rudolph Oswald, an economist in the AFL-CIO Department of Research, claims that most U.S. workers under major collective agreements can receive a maximum of four weeks, and in some cases up to 13 weeks of paid holiday a year.

Sabbatical or extended vacations were introduced into the mainstream of collective bargaining by the United Steelworkers in 1962 and 1963 negotiations. Under the basic steel contract, 13-week vacations are provided every fifth year for employees in the top half of the seniority roster. And in can-manufacturing agreements negotiated by the Steelworkers and the International Association of Machinists, workers having seniority of 15 or more years may take 13 weeks every fifth year.

The United Packinghouse Workers union has contracts in the sugar industry providing increasingly longer vacations to workers approaching retirement age. At ages 57 and 58, workers get six weeks vacation; at age 59 and 60, seven weeks; at age 61 and 62, eight weeks; and at 63 and 64, the worker is entitled to 12 weeks.

About 60 per cent of all major union contracts provide a four-week vacation after varying lengths of service; 22 per cent provide three weeks, 13 per cent, five or more weeks, and 5 per cent, less than three weeks.

The extended vacation has been written into some contracts to increase job openings for younger workers, to avoid payless layoffs during slack business periods, and to help older workers adjust to eventual retirement.



Stanley A. Little

CUPE president retains post by 10-vote margin

The third national convention of the 112,000-member Canadian Union of Public Employees, held in Montreal from November 20 to 23, 1967, was marked by a close and bitterly fought election for the office of President, in which Stanley Little retained the post by a margin of 10 votes.

The vote was 285 for Mr. Little to 275 for William Black, Business Manager of the union's hospital employee local in British Columbia. In the elections for general vice-presidents, four of the five elected were supporters of Mr. Little. Grace Hartman, who nominated Mr. Black, was elected to the union's second post, that of National Secretary-Treasurer.

The vote for the presidency was a manifestation of a cleavage in the union that has existed since it was formed in 1963, with the merger of the National Union of Public Employees (NUPE) and the National Union of Public Service Employees (NUPSE). The vote followed, to a large extent, the lines of the old unions. This election was the first since the merger, when Stanley Little, former president of NUPSE, was elected without opposition.

The CUPE convention approved a plan to set up a strike fund, to be financed by an assessment of $1 per member, and a levy on locals of 10 cents per member per month. The fund is expected to build up to $240,000 in the first year. President Little said that the fund would enable the union to move into a more ambitious and militant program of collective bargaining.

Major 1967 settlements affect 900,000 workers

Average straight-time hourly wage rates for unskilled and semiskilled workers in Canada, excluding those in the construction industry, rose by 7.9 per cent between June 1966 and June 1967 under collectively bargained agreements in major negotiating units of 500 or more employees, according to a recent survey of current trends in wage settlements. During the preceding 12-month period from the middle of 1966 to the middle of 1967, the average rise in basic rates was 4.8 per cent.

The survey, which was conducted by the Economics and Research Branch of the Department, included 518 major bargaining units covering a total of about 900,000 employees.

A companion study by the Branch dealt with new wage settlements concluded during the first six months of 1967, and covered 113 such agreements and approximately 232,000 employees.

The periods covered by these agreements varied. About half were of a duration of approximately two years, slightly less than a third for terms of 33 months or more, and about one out of every six was for 15 months or less.

In calculating the average annual percentage increase for these settlements, the Branch found that those negotiated during the first half of 1967 provided for increases averaging 9.1 per cent a year. The average annual percentage increase for settlements negotiated in the calendar year 1966 was 8.1 per cent, and the corresponding figure for 1965 was 5.6 per cent.

Of the 113 major agreements concluded between January and June of this year, about half were for a two-year period and they provided for increases ranging from 8 per cent to 41 per cent over that period. Almost three quarters of these 56 two-year settlements provided increases ranging from 10 to 20 per cent, and half of this group ranged from 13 to 16 per cent over the two years.

During the first six months of this year, 32 of the agreements were for a period of 33 months or more, and slightly more than half of these provided increases ranging from 14 to 24 per cent. More than a third provided for base rates 26 to 32 per cent higher than presettlement rates over the period of the agreement.

Half of the 18 agreements signed for periods of less than 15 months provided increases ranging from 7 to 10 per cent. Four of the agreements in this category provided for increases of 6 per cent or less; the five remaining settlements provided for annual increases larger than 10 per cent.

Thirty of the new contracts negotiated in the first half of 1967 provided for wage increases of from 5 to 15 per cent, retroactive to 1966. All but five of the 113 contracts surveyed provided wage increases to take effect in 1967. Some 66 of these provided for base-rate increases ranging from 5 to 10 per cent. Twenty-two contracts provided increases ranging from 11 to 15 per cent. The 15 remaining agreements gave increases in the range of 16 to 30 per cent.

Eighty contracts provided for wage increases to go into effect in 1968; 63 provided increases ranging from 5 to 10 per cent; and 13 provided base rates 1 to 4 per cent higher than 1967 rates. In the four remaining settlements, the increases ranged from 11 to 13 per cent.

Twenty-two settlements provided for wage increases to take effect in 1969, ranging from 3 to 10 per cent.

DBS releases study of 1921-61 labour force

The first of a new series of analytical studies, based mainly on information from the 1961 and earlier censuses of Canada, has been published by the Dominion Bureau of Statistics.

The study, *Historical Estimates of the Canadian Labour Force*, by Frank T. Denton and Sylvia Ostry, both of DBS, includes labour force estimates by age and sex since 1921; by sex (1901 and 1911) and total labour estimates (1851 to 1891). A wealth of appendices, including the decennial census questions since 1871, are shown, along with a number of historical tables published for the first time.

The booklet (Cat. No. MS99-549/1967) costs 75 cents and is available in English and French from the Dominion Bureau of Statistics, Ottawa, or from any Queen's Printer outlet.

PARLIAMENT

Bill C-186 to amend the Industrial Relations and Disputes Investigation Act to clarify certain powers of the Canada Labour Relations Board, to provide for the appointment of two vice-chairmen instead of one, to provide for an appeal division of the Board, and further to provide for certain changes in connection with the administration of the Act, was introduced by the Minister of Labour on December 4, and passed first reading (*Hansard* p. 5013).

Bill C-184 to amend the Government Employees' Compensation Act to provide coverage under the Act to employees and prospective employees engaged in training courses, and to extend the coverage provided under the Act to certain employees stationed outside Canada, was introduced by the Minister of Labour and passed first reading on November 28 (p. 4814).

Two bills given third reading were C-150 to establish a Canada Manpower and Immigration Council (L.G., Dec. 1967, p. 732) passed on November 13 (p. 4228), and C-161 to establish a department of corporate and consumer affairs (L.G., Jan., p. 7) passed on November 27 (p. 4768).

Fiscal measures considered necessary by the Government to restrain inflation, to ease "disturbing strains in the capital market that threaten our continued economic growth," and to meet "in a non-inflationary way, the costs of continuing public programs essential to social security and long-run national development," were proposed by the Minister of Finance on November 30 (p. 4899). Proposed changes in taxation included: a special surtax of 5 per cent of the amount of the basic personal income tax assessed on an individual in excess of $100, to a maximum total of $600, to take effect on January 1, 1968; and an increase of about 10 per cent in the federal tax on spirits, beer, wine, cigarettes, cigars and tobacco, effective immediately.

Ontario extends its rehabilitation aid

Rehabilitation aid for injured workers in Ontario has been raised from $200,000 to $1,100,000 a year by the provincial Government. The Ontario Compensation Board has extended its vocational rehabilitation services to include workmen whose minor but permanent disabilities prevent their returning to work, and to those having temporary partial disabilities but no available suitable job.

There has been a marked increase in the number of injured workmen requiring retraining and job placement. During 1966, the Board handled 8,570 persons, 447 of whom required retraining. Indications were that this figure had doubled by the end of 1967.

The Board's vocational rehabilitation department also provides vocational and social counselling; selective job placement with the former or a new employer; physical appraisal and psychological testing to determine appropriate areas of retraining; and industrial workshops for practical testing and "work conditioning" for those who require it after a long period of recuperation.

Canadian Commission Executive

The executive of the Canadian Commission, which is co-ordinating activities in Canada for the International Year for Human Rights 1968, comprises: Patron, His Excellency The Right Honourable Roland Michener, and Honorary President, The Right Honourable Lester B. Pearson, Prime Minister.

Persons on the Executive Committee are: President, John Humphrey; Chairman, Kalmen Kaplansky; Secretary Treasurer, Arthur Stinson, and Director, Alban Daigle.

Other members of the Executive Committee are: David Bartlett, Monique Bégin, Myer Belkin, Lavy Becker, Haig Beylerian, Thérèse Casgrain, Maxwell Cohen, René Dussault, Saul Hayes, René Hurtubise, Muriel Jacobson, Alexander Laidlaw, Raymond Laliberté, Emery LeBlanc, Monique Lussier, R. St. John Macdonald, Fred W. Price, Louis Sabourin, Alexandre Savoie, Douglas Schmeiser, Frank Scott, Walter Tarnopolsky, and Peter Trueman.

International Year for Human Rights 1968

CANADIAN PARTICIPATION in the International Year for Human Rights 1968 was launched by Prime Minister Lester B. Pearson in Ottawa on December 15. Mr. Pearson is Honorary President of the Canadian Commission for International Year. The International Year for Human Rights marks the 20th anniversary of the Universal Declaration of Human Rights which, at its birth in September 1948 (L.G. 1948, p. 273), was proclaimed as "a common standard of achievement for all peoples and nations." This year, under the flag adopted by the United Nations for the anniversary, people all over the world will be looking at their own achievements and working toward fresh objectives in many areas of fundamental human rights and equality.

In a luncheon address to representatives of more than 160 national voluntary organizations, provincial committees and government departments concerned with the advancement of human rights in Canada, the Prime Minister declared that, underlying the "Canadianism" of Centennial Year had been "the basic humanity which we share with all the rest of mankind.

"If during these months we have been improving our understanding of the nature and value of the Canadian society, our challenge, during International Year for Human Rights, is to review our appreciation of the fundamental rights of man and how to make them more secure in Canada and in the world."

Mr. Pearson said that the forthcoming Federal-Provincial Conference offered an unprecedented opportunity to establish new and widened dimensions of human rights.

"We are all familiar with the phrase 'unity in diversity'—so familiar, perhaps, that we are in danger of losing sight of the depth of its meaning. It is really a new concept of human freedom. . . .

"What is open to Canadians today in resolving our national unity problems in a positive and successful way, is a perhaps unprecedented opportunity for us to advance not just our own causes, but the whole cause of human civilization, of brotherhood and good will toward all men.

"By our success in building a nation on the foundation of variety and diversity, we will achieve a triumph, not only for unity in Canada, but for the progress of all mankind."

The Prime Minister pointed out that basically, respect for human rights begins in the human heart. "If it does not exist there, it will not be found in the community. This is why we must root out in ourselves the evils of intolerance, and discrimination and prejudice of race, or creed, or class. Until we do so—and realize the ideals of the Universal Declaration of Human Rights in our personal and collective relationships—then our country will not be truly united or truly great.

"No matter how much our national income may increase each year, or how spectacularly our national resources may be developed, there is much more to a country's life and progress than these statistics.

"Nor will Canada earn or deserve the loyalty and devotion service of its citizens to the fullest extent, if we allow racial or class or religious prejudice and intolerance to linger in our minds.

"We must continue the fight against these things until they are wiped out. This surely is the message of the International Year for Human Rights."

Planned activities in Canada during the Year, under the auspices of the specially formed Canadian Commission, will include the promotion of the subject of human rights at the school level and the researching of specific national and local problems.

The Commission's executive committee plays a leadership role in promoting activities at both national and provincial levels. Chairman of the committee, Kalmen Kaplansky

Director of the International Labour Office in Canada, said, "It is our responsibility to interest national voluntary organizations in undertaking projects within their own spheres of interest, particularly inventory-type projects.

"We would like all those groups which at some time might need the protection of the instruments in the Declaration to make an 'inventory' to see how those standards compare with existing Canadian realities."

Several national organizations including the Canadian Welfare Council, the Canadian Federation of Mayors and Municipalities, and the Home and School Association, are already in the process of taking on such projects. The United Nations Association has agreed to use "human rights" as the theme of its 1968 annual conference.

Provincially organized committees are undertaking a similar promotion task among local groups, with full support from the national organization, which can supply a range of assistance in the form of posters, films and speakers. "The culmination of all the various projects will be in the form of a confrontation, to take place at the national conference at the end of 1968, when both national and provincial committees will investigate the findings," Mr. Kaplansky said.

Federal and provincial government departments concerned with the specialized aspects of human rights are also actively participating in the Year, primarily with promotional and educational campaigns. The Fair Employment Practices Branch of the Canada Department of Labour is undertaking, on a broad scale, a national publicity campaign focussed on the Fair Employment Practices Act, which the Department administers. The Act forbids discrimination in employment and union membership, within federal jurisdiction, on the basis of race, colour, religion or national origin.

The Canadian Commission sees International Year as "a unique opportunity for Canadians to engage in serious discussion and positive action on fundamental liberties. It hopes that citizens and governments will do more than pay lip service to the principles enunciated in the Universal Declaration."

Since proclamation of the Declaration in 1948, its provisions have been reflected in the constitutions and laws of many nations, and it has been translated into more than 60 languages. The recommended theme of the ceremonies, activities and celebrations surrounding its 20th anniversary is: "Greater recognition and full enjoyment of the fundamental freedoms of the individual and of human rights everywhere."

Role of Legislation

Discrimination relating to employment is prohibited in Canada by the federal Fair Employment Practices Act, which applies to employers and unions in businesses, undertakings and industries within the legislative jurisdiction of the Parliament of Canada. In addition, eight provinces have enacted legislation that forbids discrimination in employment, trade union membership, and accommodation; and nine provincial Acts provide also for equal pay for men and women doing the same work.

Discrimination can be described as unequal and unfavourable treatment through: (a) denial of rights or advantages to members of a particular group; (b) imposition of special burdens on the members of a particular group; and (c) the granting of favours exclusively to certain members of a group, thereby creating inequalities. Antidiscrimination legislation in Canada seeks to overcome discrimination against persons on the basis of race, colour, religion or national origin.

Canada is a signatory to International Labour Convention 111, which concerns discrimination in respect of employment and occupation. By undertaking "to declare and pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation," with a view to eliminating such discrimination, Canada joins with other signatories to promote human rights throughout the world. In addition, the Canada Department of Labour is a member of the Advisory Council for the Commission for International Human Rights Year in Canada (L.G., Oct. 1967, p. 630).

The federal FEP Act states that employers within federal jurisdiction cannot refuse to employ or continue to employ persons because of race, national origin, colour or religion. These employers cannot use employment agencies that practise discrimination, nor can they make reference to discriminatory limitations or preferences in hiring persons. Similarly, the FEP Act forbids discriminatory action by trade unions.

Although the FEP Act excludes the 350,000 public service employees across the country, similar antidiscrimination provisions are included in the Public Service Employment Act.

Anyone who feels that he has been the victim of discrimination may make a written complaint to the Director of the Fair Employment Practices Branch, Canada Department of Labour, Ottawa. An immediate inquiry may then be made. If a satisfactory settlement by conciliation cannot be reached, an Industrial Inquiry Commission can be set up to report to the Minister of Labour. The Minister may then put into effect any recommendation of the Commission, which will be final and binding, and he may initiate prosecution.

A person making a complaint is protected from retaliatory action, and there is similar protection for anyone who assists in the initiation or prosecution of the complaint.

Legislation prohibiting these forms of discrimination in employment has been enacted in eight provinces in one form or another, (L.G. 1963, p. 986; 1965, p. 492).

The Canadian Bill of Rights recognizes individual rights and freedoms, including the right to employment without regard to race, national origin, colour, religion or sex.

The Ontario Human Rights Code covers antidiscrimination in areas of employment, public accommodation and multiple dwellings. Nova Scotia also had codified its antidiscrimination legislation, and has established a Human Rights Commission (L.G. 1963, p. 985).

Lower rates of pay for women doing the same work as men is prohibited in nine provinces, as well as in the federal Government.

Legislation to ban employment discrimination on the grounds of age, and to provide equal opportunity for capable older workers over the ages of 40 to 45, has been passed by British Columbia and Ontario, (L.G. 1964, p. 943).

Territorial Fair Practices Ordinances (Yukon in 1963 and N.W.T. in 1966) prohibit discrimination in employment; trade union membership; public accommodation and multiple housing on grounds of race, colour, religion or national origin. The N.W.T. ordinance also safeguards equal pay for females.

Although Canada has a heritage of human rights and fundamental freedoms, specific laws against discrimination are all relatively new. Federal and provincial Governments have acted to promote educational programs designed to oppose prejudice with its greatest enemy — knowledge.

Two provinces, Alberta and New Brunswick, are concerned with the instituting of ombudsmen. An ombudsman provides a safeguard to the individual against administrative actions or decisions that are: contrary to law; based on a mistake of law or fact; and unreasonable, unjust, oppressive or improperly discriminatory because the rules of law on provision of the Act that is being applied have such results when applied to the particular case. The Alberta Ombudsman Act came into effect July 1, and the Act passed in New Brunswick to provide for an ombudsman will come into force on proclamation.

In general, the institution of an ombudsman is designed to safeguard the rights of the individual which might otherwise be disregarded through error on the part of persons authorized by government to make decisions that affect the individual's interests on a wide range of matters.

Annual Conventions of the Ontario and Quebec Federations of Labour

Lockouts, injunctions, wages and hours of work, and housing were among the issues examined by the OFL at its 11th annual convention.

One thousand delegates to the QFL's 10th annual conference set a new trend in the labour movement.

The limits to the right of business concerns to shut down plants and the social consequences of such shutdowns, housing, the use of injunctions in labour disputes and minimum wages and maximum hours of work were among the more important matters dealt with at the 11th Annual Convention of the Ontario Federation of Labour, held in Niagara Falls on November 6, 7 and 8, 1967.

Donald MacDonald, Secretary-Treasurer and acting President of the Canadian Labour Congress, was a leading speaker at the convention.

A special conference on the "Housing Question" was held on November 5, before the convention opened. Harold Ostroff, Executive Vice-President of the United Housing Foundation, New York City, was the leading speaker at this meeting. He urged the use of union funds to finance the building of houses for working people.

David Archer was re-elected President of the OFL, defeating John Steele of the Brotherhood of Railway Carmen by a vote of 755 to 97. Douglas F. Hamilton, Secretary-Treasurer of the OFL, also was returned to office, defeating William Rutherford of the UAW by a vote of 678 to 154.

Vice-Presidents elected were: George Barlow, Retail Wholesale; Purdy Churchill, Printing Pressmen; Kealey Cummings, CUPE; Michael Fenwick, Steelworkers; Dennis McDermott, UAW; Norman Paxton, Pulp and Sulphite; Jack Pesheau, Lumber and Sawmill Workers; William Punnett, Rubber Workers; Michael Reilly, Labourers; Iona Samis, Packinghouse Workers; Harold Thayer, IAM; and John Whitehouse, Textile Workers.

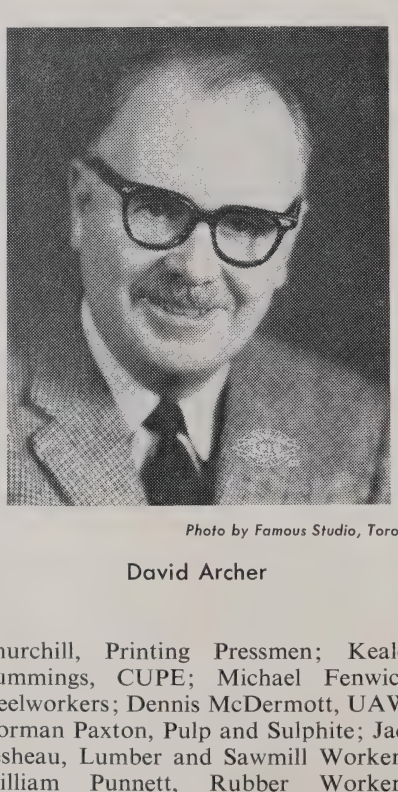


Photo by Famous Studio, Toronto

David Archer

PRESIDENT'S ADDRESS

In his address to the convention, David Archer, President of the Federation, complained of the failure of some of the unions that had recently become affiliated with the Canadian Labour Congress to take part in the activities of either the labour councils or the Federation. He thought it was incumbent on the CLC to urge these unions to become affiliated with, and to participate "at all levels of union activity."

Mr. Archer covered a wide range of topics. He defended the Canadian labour movement's international connections. "Everyone recognizes that capital knows no national boundaries. It follows that labour must also recognize that in order to gain our objectives, we cannot be inhibited by chauvinistic postures that are really only masquerades for ambitious politicians," he said. Labour had nothing to gain by dividing its forces.

Later in his address he referred to actions in Ontario by the Confederation of National Trade Unions, which he called "raiding." It had never been suggested, he said, that employees should be denied freedom of choice in selecting their union. "But we have questioned the wisdom and the sincerity of a union that comes into a province merely to disrupt already existing bargaining relationships rather than using its considerable ability to

organize those who are unorganized."

Mr. Archer complained that the Canadian press was biased in its reporting of political matters. He particularly criticized the press of Saskatchewan and Ontario. He said that, in regard to medicare, the Saskatchewan press used tactics that were "so blatently biased that newspapers outside the province protested." Even Prime Minister Harold Wilson in Britain and President Truman in the United States, "in their worst days, never suffered the complete editorial bias" that had been shown by the press of Ontario, the speaker said.

"The question of injunctions has continued to be a major concern of our Federation .... The battle is not over. The decisions of the courts have shown a marked improvement. It is much more difficult to get an *ex parte* injunction, but I believe the attitude of the judges is still the same .... Every political party has gone on record as being opposed to *ex parte* injunctions in labour disputes .... It will be interesting to see what is done now that the election is over."

Mr. Archer referred to the forthcoming report of the Rand Commission, and he said that "only updating the labour legislation and removing injunctions from labour disputes will solve the problem."

He reiterated the opposition of Canadian labour to the war in Viet Nam, and affirmed "the right of all people throughout the world to be free from dictates of any foreign power." Regarding the situation in the Middle East, he said that any discussions of a settlement of the crisis must accept "the state of Israel as a viable, legal entity."

Turning to the question of racial enmity, such as that which continued to manifest itself in the United States, he asked the cause of it. "The evidence is that there is a so-called power elite and that our social organizations are not as flexible as they should be in meeting the changes and tensions of our rapidly-changing society," was his answer. He admitted, however, that a change seemed to be taking place. "After all, a trade union member has been appointed to each board of governors of the new colleges of arts and technology in this province. But this is exactly the exception that proves my point. Put one trade unionist on a board and it is remarkable!"

Regarding the housing situation, he said that "the real need is for subsidized low-rental housing within the reach of the average wage-earner. We as unionists must accept the fact that, in large cities home ownership may be either impossible or undesirable. We must recognize the fact that renting a home, or an apartment, is an acceptable way of life, and that in many cases subsidization will be necessary unless we are to take the much more costly road of complete welfare responsibility."

Mr. Archer had some remarks to make on the subject of taxation. Although he referred to the Carter Report, he dealt mainly with the report of the Ontario Smith Committee on Taxation because it dealt with the province of Ontario. He complained that the Smith report was "big-business oriented. It does not propose to re-structure the tax system by spreading the tax base. Its proposals to increase revenue from those taxes that are generally considered regressive is completely unacceptable to the trade union movement," he said. The new tax structure should be based on the ability to pay.

The speaker criticized the recently published McGillivray Report on workmen's compensation as "a disappointing document." He said that none of the increases recommended were adequate, and the ceiling of $7,000 recommended in the report was "much too low and completely unrealistic....

"Federal civil servants have been given the right to bargain collectively and they have affiliated with our Congress. We welcome them and hope they will add their voice and their knowledge to our deliberations. We can only hope that the provincial government has seen the handwriting on the wall and will grant provincial civil servants the same right ...," Mr. Archer said.

DONALD MacDONALD

Government intervention to salvage Dosco's Sydney plant will not end cold-blooded decisions by other corporations to close down plants elsewhere, said Donald MacDonald, CLC acting president, who was one of the principal speakers. "Giant corporations feel absolutely free and justified" in doing such things.

"It would be hard to find a better illustration of the dictum that a corporation has no soul," Mr. MacDonald said. "If it doesn't pay, shut it down, cut your losses, and damn the consequences to the human beings and communities affected." This seemed to be the philosophy of corporations, he suggested.

Mr. MacDonald said that such "immoral actions" would end only when Canada has developed a different set of social goals for its economic activities. "Unless we have them," he said, "we're going to have Dosco, in one form or another, repeated time and time again."

Turning to labour's own problems, Mr. MacDonald said that labour was engaged in a struggle to resist legislation to curb the activities of the unions. "Injunctions and compulsory arbitration are both manifestations of the wish to hamstring organized labour, to hinder the right of picketing, to interpose a third-party decision in place of an agreement freely arrived at by the parties themselves, and to reduce and inhibit the area of freedom of action between employers and the trade unions of their employees."

Labour, he said, was fighting also against a wage-price guideline policy that would become a form of wage freeze. In his opinion, the Government had chosen the risk of unemployment in preference to the risk of some inflation. And as usual, he said, the worker is to be the whipping boy for the sins of a badly run economy fundamentally immoral in its objective.

He told delegates that the Congress would welcome an incomes policy that was based on a concept of social justice, and not on the preservation of the right of the wealthy to add to their wealth.

He called for a policy that would challenge poverty, bring about more equitable distribution of income and make expanding technology an instrument toward the goal of a better society. No incomes policy that does less than that would be satisfactory to the trade union movement, he said.

Closing of Dosco Plant

Drawing on the experience from the closing of the Dominion Steel and Coal Corporation plant in Sydney, the Ontario Federation of Labour called for legislation that would prevent the shutdown of an industry without adequate notice to the community. The resolution also asked for provincial legislation to make a company socially responsible for the disruption caused by a plant's closing.

Delegates asked the federal Government to join Nova Scotia in accepting responsibility for continuing the operation of the Sydney steel plant.

Eamon Park, assistant Canadian director of the United Steelworkers of America, said that the shutdown of Dosco's Sydney plant and its impact on Nova Scotia was a greater threat to Confederation than separatism in Quebec. "This kind of conduct which destroys an industry can destroy this country," he said.

Mr. Park believed that the cost of unemployment insurance and welfare and the ensuing social dislocation would more then outweigh the cost to the public of maintaining the steel mill. "There is every reason to believe that as a public enterprise, the mill could be operated without a loss," he said. "It might be more difficult to operate it as a private enterprise that is looking for a 12-per-cent return on its money."

Murray Cotterill, public relations director for the USWA in Canada, said Dosco over the years had withdrawn all of its profitable lines from Sydney. He said that unions could no longer be contented with negotiating only for wages, hours and working conditions, but that they must also be concerned with the future of the plants.

A resolution by Steelworkers Local 2251 in Sault Ste. Marie said that a provincial minister of northern affairs should be appointed.

Local president John Ferris said that Northern Ontario had cities, such as Sault Ste. Marie, Timmins, and Sudbury, that were so dependent on single industries that they might easily face the same crisis as that at Sydney. "At the Soo's steel plant we had a layoff in August. There was no other business where the men could get jobs."

The delegates demanded from the provincial and federal Governments, a charter of labour's rights, consisting of:

- the unfettered right to peaceful assembly and the right to strike and to picket to protect the jobs of striking workers;
- the right to consult and negotiate with management through trade unions on all matters arising out of technological changes before such changes are introduced;
- the right to strike during the term of a collective agreement if bargaining cannot resolve matters in dispute that are not covered by the agreement;
- the right to take all measures, including strike action, to protect the safety and health of workers on the job;
- the right to share with management in the planning of production and the right to share fully in the benefits derived from technological changes, rationalization of production and automation.

A resolution was passed calling for abolition of the practice of granting injunctions and for outlawing of the employment of outside strikebreakers in labour disputes. The resolution asked also that sections of the Criminal Code dealing with picketing be brought up to date "to meet the needs of the 20th Century."

The OFL executive was instructed to lobby MPs on the injunction issue, and to organize a plan of action after the Rand Commission made its report on the province's labour laws.

Two Toronto plumbers, Dave Clark and Jack Quinlan, said that the resolution was "watered-down," and that the only answer to injunctions was civil disobedience and defiance of the law. William Mulders, president of the Peterborough and District Labour Council, agreed that civil disobedience was the only answer to the injunction issue. He was one of 25 trade unionists sentenced to jail last year for a demonstration in Peterborough.

Delegates endorsed a strike by California grape growers, and asked trade unionists to refuse to purchase or handle grapes imported into Canada by the Giumarra Corporation.

The OFL will ask the federal Government to pass legislation forcing American companies to pay wages equal to those in the United States.

The resolution requesting wage parity came from the St. Thomas and District Labour Council.

About 460 members of Local 4906, United Steelworkers of America, had been on strike since June 22 at Canadian Timken Ltd., St. Thomas, a subsidiary of the Timken Roller Bearing Co., in Canton, Ohio. The base labour rates of $1.76 an hour for male and $1.45 an hour for female employees at St. Thomas are lower than those payable under the federal retraining program, a spokesman for the union said, and there was a wage and fringe-benefit difference of $1.25 an hour between the Canadian workers and their U.S. counterparts.

The OFL called for $2-an-hour minimum wage that would increase with the cost-of-living index.

Stanley Rouse of the International Association of Machinists in Peterborough said that the gap between wages paid to organized workers and those paid to the unorganized was becoming wider each year, and that it represented a danger to unions. He believed that the union wage was an inducement for persons at the $1 minimum to act as strikebreakers. "We must launch a major campaign to increase the minimum wage, not only because of the danger it poses to organized workers but because of the hardship it inflicts on the unorganized."

Lorne Ingle, counsel for the United Steelworkers of America, told delegates that Ontario's Hours of Work Act was a piece of useless and almost meaningless legislation. He was responding to a statement made by George Ingham, a steward at the International Nickel Co. of Canada and Secretary of the Sudbury Labour Council, that employees at Inco were working up to 96 hours a week and during their vacations. Mr. Ingle said that Inco was working employees in excess of the 48 hours a week maximum prescribed under legislation, but added that employers can "almost willy-nilly get permits to exceed the maximum."

There are no teeth in the legislation to insure that standards are enforced, he said, and those who suffer most are unorganized workers who have no union protection. He also said that there was no provision for reinstatement of employees dismissed for refusing to work past the maximum time required by law.

Larry Sefton, District 6 Director of the Steelworkers, said that the legislation was an utter disgrace when any employer could get a permit to exceed the maximum hours. Unions must campaign to have the Government police the Act and withhold concessions to employers unless there was an emergency, he said.

The OFL criticized the recommendations of a Royal Commission on the Workmen's Compensation Act, calling them bankrupt of any new or imaginative approach to the problems of workmen's compensation. The Federation said that the major recommendations of the report by Mr. Justice George A. McGillivray were regressive and must not be permitted to become law.

Some idea of the closed mind of the commissioner was reflected in his attitude to the question of safety and accident prevention when he refused to discuss the matter of a central safety agency, the statement said, even though there was a great deal of evidence relating to deficiencies and overlapping in the present system. It said that the commissioner seemed more concerned with not offending employers than with the problems of workers.

Michael Fenwick, an OFL vice-president, accused Manpower Minister Marchand of scuttling adult job retraining in Canada. Mr. Fenwick said the whole program of adult education and retraining was going down the drain because of the restrictions placed on the unemployed who wanted to upgrade themselves.

He told the convention that manpower training had been a victim of the Government's program to cut expenditures. (The former federal-provincial training program agreements were replaced on April 1 by the Adult Occupational Training Act.) The federation official, who is a member of the Metropolitan Toronto Advisory Committee on Manpower Training, said referrals by the Manpower Department for training had dropped from 2,000 a month last April to 500 in September.

Mr. Fenwick said union officers were told by Manpower Department officials that, under the new Act, no retraining would be paid for by the Government for unemployed persons who could find a job in their trade in another community.

There were 98 resolutions in the resolutions book covering such matters as apprenticeship, education, fair wages, hours of work, human rights, injunctions, labour legislation, the Municipal Act, pensions, political action, pollution, safety, unemployment insurance, and welfare. There were special resolutions on Viet Nam, injunctions, the Dosco situation in Sydney, and the strike of the United Farm Workers against the Giumarra Corporation in California. Special policy statements on housing, taxation and workmen's compensation were submitted by the executive board and adopted by the convention.

A special report on the building project "A Home for Ontario Labour" was presented to the delegates. The Ontario Federation of Labour's new centre, costing $3,000,000, is expected to open on May 1, 1968. It will have 100,000 square feet of office space, a 500-seat auditorium, board rooms, cafeteria, research centre, library and parking for 250 autos on the three-acre site. A proposal

to increase the per capita tax to 3 cents to help finance the centre was defeated.

Larry Sheffe, a delegate of the United Auto Workers, proposed that the OFL convention be held every two years, instead of every year. Dissenting delegates argued that an annual convention allowed the OFL to handle current issues and gave valuable publicity to the labour movement. The majority of the delegates agreed with the two-year proposal. A standing count showed 465 in favour and 308 against, only 60.1 per cent in favour. The OFL constitution requires a two-thirds majority on such a change, and the motion was lost.

In other major decisions, the convention:

- agreed in principle to recommendations made by the "Carter Commission on Taxation," and opposed many of the Smith Report recommendations;
- urged more financial support for the Labour College;
- urged more financial aid for education;
- asked that more information about the labour movement be made available in the primary and secondary schools;
- urged that basic income tax exemptions be raised to $2,000 for single persons and $4,000 for married persons;
- urged a number of amendments to the Labour Relations Act, such as having the Labour Relations Board assume responsibility for pressing charges against employers who violate the Labour Relations Act; and urged that a sufficient number of competent arbitrators be made available;
- urged repeal of legislation providing for compulsory arbitration of hospital disputes;
- proposed that the federation establish a standing committee on pollution to study the problem, and that pollution legislation be strengthened and enforced;
- asked that the trade of retail meat cutter be added to the list of qualified trades;
- cautioned about the raiding tactics of the CNTU;
- asked for legislation providing for a 40-hour week, with time and a half for overtime, two weeks' vacation with pay after one year of service, and pay for eight statutory holidays.

Conference on Housing

At a pre-convention conference on the "Housing Question" held on November 5, a paper was presented by Harold Ostroff, Executive Vice-President, United Housing Foundation in New York, in which he suggested that organized labour use workers' funds to build houses for working people. He urged the unions to seek control over pension funds rather than turning them over to banks or trust companies to administer. In this way the funds could be used to help workers while they were still young enough to enjoy them.

"What better way than to create houses?" he said. "With current interest rates on mortgages at 8¼ per cent in Canada, it is important for you to control your own money."

He said that each 1 per cent of interest paid on a mortgage represents about $2.50 a room a month in carrying charges on rent. "It is highly possible to build housing that the working people can afford. This makes it imperative that you find ways to use your own funds to create housing within the means of average working people."

Mr. Ostroff said that since his co-operative was organized in 1951, it had built seven co-operative housing projects to accommodate 50,000 families, at savings of 20 to 50 per cent compared with rates for similar private housing. Two other projects under construction will provide units for 21,375 families. The largest of these, Co-op City, will house 15,375 families and will cost about $300 million.

Mr. Ostroff said that the investment of the International Ladies' Garment Workers' Union in co-operatives totalled $32 million.

OFL President David Archer said that the Home Ownership Made Easy scheme was an outmoded concept of ownership for persons in the $10,000-a-year category, instead of being designed to provide homes for the 80 per cent of the population earning less than $8,000 a year, and that particular emphasis should be placed on serving the needs of the large segment of socially disadvantaged persons who earned $4,000 a year or less.

Toronto is hardest hit in the province-wide shortage, he said. Rising land values and fewer housing starts have now pushed the cost of a new home in Metro to about $30,000, putting it out of reach of nine out of ten home-owners.

Mr. Archer said that the unions should take a look at the example of unions in Sweden, where a substantial amount of all housing is built by a co-operative organization headed by the Swedish building trades union.

He said that land speculation made it impossible for the working man to buy a home, and he called for nationalization of land to solve the problem. Conversely, Canadians living in urban areas, he said, should reconcile themselves to renting a house or an apartment. "We must have houses to rent at reasonable rates, even if these rates have to be subsidized." Unions must condition their members to the fact that renting does not mean failure, and that a state-owned subsidized rental project is a perfectly proper address.

"After all, the people who live in these projects are average citizens and union members who earn up to $6,000 a year, which is higher than the average wage recorded by DBS."

John Whitehouse, Education Director of the Textile Workers Union of America, told delegates that Canada had never had a housing policy, and that Canada stood twelfth in the ratio of housing starts to population growth.

The federal Government's scheme to offer 75 per cent of the funds needed for housing developments was fruitless, he said, if the provinces could not meet the remaining 25 per cent cost, or if the municipalities could not afford the costs of roads and other services.

He said he was shocked to read a statement by Labour Minister John R. Nicholson that housing, like any commodity, was subject to economic law and that Canada was facing only a temporary setback in housing.

"It's not a temporary setback but a permanent and growing crisis. What are the economic laws that forced an increase to 8¼ per cent in the rates for NHA loans?"

Mr. Whitehouse said that the difference between labour's philosophy and that of Mr. Nicholson is that labour believes that shelter is a fundamental need. If it is necessary to provide housing, he said, funds should be made available at interest of 3 per cent or less.

Donald MacDonald, acting president of the Canadian Labour Congress, told delegates that the Government had poured thousands of dollars into housing, "but it has been housing for those who were . . . capable of obtaining it through

their own resources." He called the National Housing Act and its administrator, Central Mortgage and Housing Corporation, a "kind of socialism for the well-to-do."

Mr. MacDonald said that a national conference on housing proposed by the Prime Minister was long overdue. "It is a pitiful and tragic fact that the least adequately sheltered, those who can least afford good housing, have been left outside the framework of the housing legislation."

In a policy statement on housing and urban development, the Federation advocated that all three levels of Government meet to design a co-ordinated program to provide for the immediate and long-range housing needs of the people of Ontario.

The brief stated that the Federation was gravely concerned about the continuing lack of homes for working people at costs and rents they could afford. It also asked that particular emphasis be placed on the requirements of low-income and fixed-income groups.

The report urged:

- establishment at the federal and provincial government levels of a full-time ministry of urban development and housing;
- permanent machinery for joint consultation and co-operative action between these ministries and municipal housing authorities;
- provincial massive land-assembly programs with 100 per cent of the funds being made available under the National Housing Act;
- priority concern by all levels Government for the housing of famili earning less than $6,000 a year, with substantial portion of federal mortga funds directed to public housing;
- establishment of co-operative housi projects, which would be given the sar priority as public housing and housi for senior citizens;
- removal of land speculation and hi interest rates as an obstruction to pub housing requirements;
- spending of public housing mon on housing for rent rather than for sal and
- provision by the provincial Gover ment of training courses in urban develo ment and public housing for perso holding municipal office.

10 Years of Service to the Labour Movement

The 10th convention of the Quebec Federation of Labour (CLC) provided the opportunity to emphasize 10 years of progress and organization on the part of the Federation, and to assess labour's activities leading to decisions aimed at promoting the organization of the two thirds of the work force still outside the labour movement, QFL President Louis Laberge told the 1,000 delegates.

Emphasis should be placed on recruiting the underprivileged in order to avoid the creation, parallel to the traditional labour movement, of a trade unionism of the poor, which could become a rival rather than an ally in the defence of the individual's human rights, Mr. Laberge stated.

"In my opinion, trade unionism is fast becoming, if it has not already become, the expression of institutional selfishness and a rallying point for the individual selfishness of far too many organized workers.

"For some time now," he went on,



Louis Laberge

"the selfishness of labour institutions a workers has given us the distressi spectacle of workers who publicly en each other, who callously fight over t public budget pie.... All this tim poverty is on our doorstep, and we little, if anything, to fight against it. our frenetic appetite for gains, we f to take into consideration the great ma poor people who have no voice and structures for representation." Mr. L berge agreed that there was no read made formula or solution, but he urg the delegates to give this matter so thought.

The speaker then went on to say th the head of a family with an income barely $3,000 was not far out of t quagmire of poverty. Moreover, he co tinued, recent demands have proved th there is too wide a wage gap betwe low-paid and high-paid trade unionis This situation hindered the pursuit of

quitable distribution of wealth, the first objective of unions.

It was Mr. Laberge's opinion that the situation was far from becoming clarified; he even foresaw that the year 1968 could be a "test of strength" between unions and the public services, a test that could force government to adopt legislation restricting the rights of labour. Several agreements were to be signed or renewed in 1968. This situation reminded him of the necessity for unity among trade unions and made him wish for the advent of true unity.

Mr. Laberge encouraged the convention to press for a minimum wage of $1.75 an hour, or $70 a week. This step, he added, should be completed "by improvement of our social security system in such a way as to guarantee for all citizens the right to a decent standard of living, health, education, housing, justice, leisure and full development of their personality." The very concept of guaranteed income should be at the root of any serious attempt to realize equitable distribution of wealth, the QFL President said.

William Dodge

Since the study of the structure of the QFL and its relations with the Canadian Labour Congress appeared in the agenda of the convention, William Dodge, Executive Vice-President of the CLC, took the opportunity to explain the difference between the federal Government, which is the product, he said, of the voluntary union of the provinces, and the CLC, which is a union of large national and international central labour congresses.

As its annual conventions over the years, the CLC had delegated certain powers to provincial federations, so that they could act as instruments to carry out the policies of the CLC at the provincial level, as was the case with labour councils at the municipal level. Mr. Dodge asked the delegates never to forget this difference in the course of their discussions.

After having established his personal position on the relations of Quebec with the federal Government, Mr. Dodge referred once more to the union problems, and he suggested that the jurisdiction of the QFL be improved by increasing the discretionary powers of the CLC which, according to the circumstances, would delegate the necessary administrative powers to each of the provincial federations to enable them to fully play their role.

Quebec Teachers' President

G. R. Laliberté, President of the Quebec Teachers' Federation, said he was pleased that his organization, for the first time, was represented at the QFL convention. He commented on the QFL President's invitation to form a united front in the public service bargaining process, declaring that it revealed the degree of maturity reached by both organizations.

Having noted a few of the characteristics of the QFL, Mr. Laliberté pointed out the extent to which the structures and aims of his organization were similar in some respects and different in others, as regards the aim of ensuring the proficiency of teachers and the protection of students. He agreed that, on the basic principles of trade unionism itself, however, nothing separated both himself and his group from the two major central labour congresses in Quebec. A practical reason forced them to remain as they are and not become directly affiliated to either central labour congress, because any official affiliation project would bring about division within the Teachers' Federation itself.

Mr. Laliberté thought that his organization had a better chance of reaching its goal by providing its own services, even if it had to co-operate and become integrated in order to constitute a real force in the defence of certain political, economic and social measures. He agreed that unions could not avoid getting involved in the political field. In short, although each group went its own way by its own means, it was still possible to work in close co-operation on specific matters and for particular periods of time.

Several guests spoke to the delegates, urging them to work for peace in industry, as did the Quebec Minister of Labour, Hon. Maurice Bellemare, and encouraging them in their efforts to help the workers and their families, especially the poorer workers.

Annual Report

The report of the General Council of the QFL is a summary of the activities of the president, the secretary, and of all the committees established by the Federation. The acceptance of the report by the delegates was approval of the work of the QFL during the past 22 months. Some 300 resolutions were submitted by affiliated locals. The resolutions dealt with the development of natural resources, trade, public services, transportation and roads. One group of resolutions, which in a way constitutes a social policy of the QFL, dealt more closely with the union members and their families. These resolutions were concerned with human rights, family, education, housing, leisure, social services, justice and public protection.

Other groups of resolutions were related to labour legislation on matters such as unemployment, industrial safety, vocational training and the pension fund.

The report of the political action committee discussed the various measures to be secured from all levels of government, and especially the effort made by some leaders to obtain from all the delegates and members of their respective unions the mass adherence to a political party reflecting the views of the workers and strongly influenced by them.

The idea of grouping labour forces in a kind of Canadian labour party was not rejected by the delegates who, on the contrary, thought that this action was necessary and urgent for unions. To ensure the success of such an undertaking, the need for political education of union members was readily agreed upon.

Delegates believed that political education based on the need of the workers and the community at the local level would facilitate much more responsible action, and authorize the union leaders at the provincial or national level to speak with more authority and to exercise pressures at the right moment in favour of policies known and accepted in advance by the unions.

Although anticipating the success of well-organized political education, the leaders of the Quebec Federation of Labour would continue to prepare an annual brief to the Quebec Government by selecting some of the more urgent resolutions of the convention.

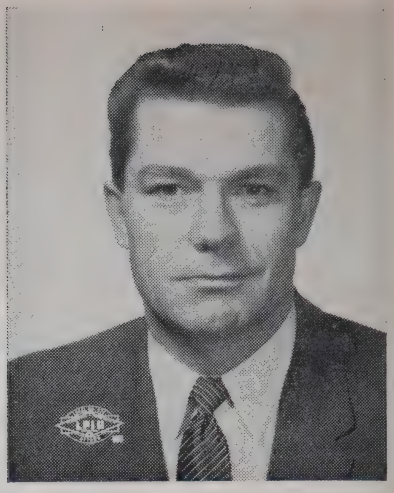
This year, the attention of the Government would thus be drawn to economic planning with a view to full employment. The leaders would emphasize the needs of the workers for efficient retraining of manpower and, for several reasons, would insist that the minimum wage in the province be increased to $1.75 an hour with a normal 40-hour workweek throughout the province. Moreover, the QFL, basing its request on recent research work on taxation (Bélanger Commission), would ask that persons whose income was less than $3,640 be exempted from taxation, because this level was now recognized as the absolute minimum.

At the same time, the Federation would draw the attention of the Government to the problems of housing, industrial accidents, highway safety and other questions related to the general public interest. After proposing some minor corrections, the delegates approved the legislative brief in draft form to be submitted to the Quebec Government.

Two other briefs in draft form, on social security and freedom of association, were also discussed that they may be submitted later to the provincial authorities.

In brief, the 10th convention of the QFL gave the affiliated unions an opportunity to review the operations of their central labour congress, and helped to set out new objectives in connection with the recruiting of members, their education, and their protection.

The 15th Annual P.A.T. Conference



A. O. Ackroyd, Q. C.

Two sessions of the 15th annual fall conference of the Personnel Association of Toronto, held in Toronto on November 16, were devoted to labour questions. At one of these sessions, A. O. Ackroyd, Q.C., of the firm of Liden, Ackroyd, Bradley & Associates, Edmonton, spoke on "Labour Relations — Immediate Problems."

The other speaker was Philip Cutler of the Montreal firm of Cutler, Lamer, Bellemare, Robert, Desaulniers, Proulx and Sylvestre. Only one of these addresses was available for summarizing. The speaker at the other session was Dr. A. M. Kruger, Associate Professor of the Department of Political Economy of the University of Toronto, who spoke on "The Parity Issue."

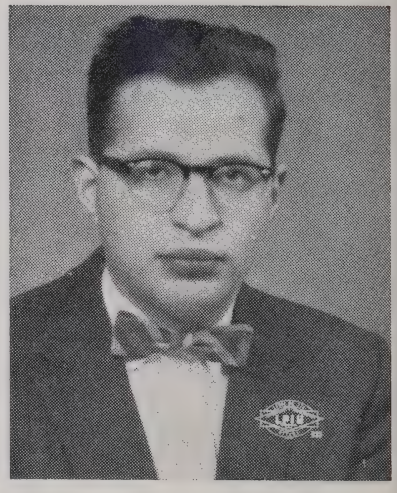
We must find a cure for "the 1966 hangover," we must change "a system of bargaining by blackmail" to a method of collective bargaining that recognizes proper guidelines and ways of setting wages, and we must "find an answer to group or mass defiance of our labour laws," A. O. Ackroyd, Q.C., told the delegates in his address on "Labour Relations — Immediate Problems." He called these the three most important and immediate problems to be dealt with in the field of labour relations.

Speaking from the management point of view, he explained what he meant by "the 1966 hangover." Among the ingredients put into "punch bowl 66," he said, were: a wage increase of 30 per cent given to construction workers at Expo 67; an increase of 30 per cent squeezed by the longshoremen from the Shipping Federation of Canada, "with the aid of the Prime Minister as an intervener," in a two-year contract; and another 30 per cent "thrown into the pot" by the Seaway Authority for the Seaway workers in a two-year contract, "with the encouragement of another federal Government mediator."

The Air Canada Sales Employees Association had "barely missed being invited to the party" by having settled too soon, but the Canadian Brotherhood of Railway, Transport and General Workers had "crashed the party" along with the other non-operating railway unions and had "contributed to the richness of the mixture" with wage demands ranging from 55 cents to $1.32 an hour.

Mr. Ackroyd pointed out that up to this point "most of the participants . . . were industries, of some form or another, who could call upon Government subsidy in time of need."

Among units of employees of private industry that had "joined the happy throngs," the speaker mentioned 17,000 employees of the Steel Company of Canada's Hamilton Works, who had



Dr. A. M. Kruger

demanded a wage-and-benefit package amounting to 90 cents an hour; and 16,000 workers employed by the International Nickel Company in Sudbury who "went for a $1.20-per-hour increase."

Thereafter, enforced by strikes or threats of strike, settlements had been made by "almost every major private and public industrial and transportation enterprise in Canada . . . under the imposing shadow of 30- to 35-per-cent increases recommended and ratified by representative agencies of the federal Government."

The speaker mentioned finally the emergency *ad hoc* legislation by which the

railway workers had been sent back to work, making "the party complete."

The effect of these "largest packages of wages and fringe benefits of our time" had been carried over into 1967, in which year most of the main settlements made in 1966 had provided for increases of 10 per cent or more. This offered a target for labour negotiators in 1967, and the result had been that settlements in that year had averaged about 10 per cent.

Mr. Ackroyd pointed out that, during this time, little or no effort had been made in written submissions to conciliation commissioners or boards to justify or give any reasonable ground for wage demands "within the framework of known salary or wage determinants."

Looking forward to 1968, he referred to suggestions made by the Minister of Finance about the usefulness of guidelines to help the parties to avoid contributing to the "inflationary spiral," and about "an austerity program" by the various levels of government and the possibility of "cutbacks" in government spending. The Minister had also spoken of an increase in personal income tax.

The speaker said that he hoped the general cutting down on costly non-productive spending that the Minister of Finance seemed to suggest would include "further delays in the implementation of such costly non-productive programs as medicare, to name only one."

With regard to the outlook for 1968, Mr. Ackroyd said that what he called "a Pavlovian syndrome" seemed to have emerged from the collective bargaining relationship. "At any time between 30 and 60 days prior to the expiration of a collective agreement, somebody rings a bell, and one party puts a hand out and the other party fills it with almost everything that is asked for."

Both parties should consider settlements in 1968 in the light of the economic problems facing the country at the national, provincial and local level. The speaker suggested that management should call the representatives of the employees together "at a pre-negotiation conference in order to explore areas of settlement that might be deemed positive and productive." He said that he regarded "costly additions to items that I shall call fringe benefits" as wasteful, non-productive spending.

Settlements should concentrate on putting the necessary money into the employee's pocket, where it would "in turn be productive," the speaker suggested. How much money should be put into the employee's pocket was one of the "immediate and present problems in labour relations."

As examples of what he meant by "blackmail bargaining," he mentioned:

- a strike by construction workers at Expo at a time when the project was "rumoured to be behind schedule and where the prospects of a long work stoppage would be more embarrassing to the Canadian people and the City of Montreal than it possibly could be to the employers or contractors involved;
- irresponsible demands by longshoremen and Seaway workers at a time when delay in delivery of Canadian products to foreign markets might cause embarrassment to producers and to the Government; and
- an illegal strike by transit workers in Montreal four days before they had the legal right to strike "at a time when Expo was searching for the magic 50-million number" to be reached.

This type of so-called collective bargaining did away with the making of a wage settlement "on any rational or economic grounds." It even eliminated "the old-fashioned standard of establishing wage rates based upon a counterbalance of economic strength as between the parties." Here "the innocent general public, or the consumer, is brought into the dispute as a pawn."

Disputes that lent themselves to government intervention "tend to be settled at any price, due to the considerable pressure put on government by an unhappy and distraught public."

This kind of collective bargaining, Mr. Ackroyd said, would have far-reaching consequences unless strong measures were taken by employers, unions and governments to resist it. The insidious thing about "this type of conspiracy" was that the union knew that, by exerting economic pressure on society or the community, it would in turn probably bring about some form of government intervention. The employer also knew that he would be rescued by government intervention. "Unfortunately, too often the government has intervened and has made settlements which can only be described as politically expedient."

Why had the Government or the Economic Council of Canada not come forward with guidelines based on "their knowledge of the economic health of this country, at least to the extent that guidelines could be available to the Government when it is required to intervene to settle disputes of national importance," Mr. Ackroyd asked. And he added that "the hangover of 66" was largely due to the absence of guidelines.

"Certainly the Government and its agencies should have by this time established the weight and importance to be given to the growth in the gross national product when arriving at what might be deemed to be a necessary wage settlement."

How long had it been, the speaker asked, since labour had presented a case based on recognized ways of determining wages such as: comparing the wages in question with those of a similar group giving a similar service to society; or taking into account changes in the cost of living, the ability of an employer to pay, or the general pattern of wage and salary increases in the community; or by reference to the growth of the gross national, provincial or local product.

Although some of the wage settlements reached in the United States "were regarded as shocking" in that country in comparison with the guidelines set there, in Canada they would have been regarded as on the low side. Furthermore, some settlements in leading industries in the United States, including steel and automobiles, in 1966 fell within the scope of the guidelines.

The problem, Mr. Ackroyd said, was the lack of any guidelines and the absence of any prospect that "a proper agency of the federal Government will have the courage to publish such guidelines, the results of which might be sufficient at least to cause a restraint to be exercised by Government-appointed mediators and interveners in disputes of national importance."

Finally, the speaker had something to say about "mass defiance of our labour laws." He remarked that, "Organized employees, when brought together as a group, seem to be motivated by an underlying philosophy that anything done in the name of unionism or in the interests of furthering the objectives of organized labour is beyond the law."

It was a matter of serious concern that "mass insurrections" could occur in spite of the efforts of responsible union and management leaders. The law at present seemed to be unable "to deal with the problem of enforcing responsibility in the field of labour relations."

Mr. Ackroyd asserted that there was "nothing wrong with the remedy of the injunction, other than its limitations as an enforceable remedy when applied to groups numbering in the thousands. What must be brought home is the lesson that a lawful responsibility rests with the group as a whole, and with each individual component of the group, if the rights of free association and collective bargaining are to be enjoyed in our society."

THE PARITY ISSUE

When economists talk about tying wages to productivity, they mean the average level of productivity in the society, not productivity in a given section of that society, Dr. A. M. Kruger, Associate Professor in the Department of Political Economy of the University of Toronto, said in his address on "The Parity Issue."

The speaker pointed out the absurdity

of arguing that, because in a certain steel mill in Pakistan productivity might, for all he knew, be as high as in a certain steel mill in Pittsburgh, therefore the wage rate in the Pakistan mill should be as high as that in the Pittsburgh mill.

Coming nearer home, he said that, even if you could show that the Canadian steel industry was more productive than the American one, "this would not necessarily be a justification for parity of wage rates with the American steel industry."

In general, Canadian workers earned less than Americans, and this was the relevant criterion in the labour market, he said. It would not even be valid to argue that, if output in Canada rose by 2 per cent or 4 per cent a year, therefore wages should rise by 2 or 4 per cent a year. This would not be true because it would be based on the supposition that the relative shares of production going to labour, capital and land should remain frozen, as though there were something inevitable about the existing distribution of income.

The case of the Canadian automobile industry, the speaker said, was "a very special one." Under the trade agreement signed a couple of years ago, the automobile industry was handed "$50,000,000 a year in tariff rebates, plus the opportunity to cut costs by rationalizing output by shifting production from one plant to another across the international boundary."

What happened was that a union had seen "a pot" handed over to an industry, and had said, "We want our share of it." The union had been set on getting a good chunk of the gain as the price of its continued co-operation in promoting the trade pact plan. Consequently, part of the pressure for parity in this particular case arose from the fact that a windfall had occurred, and there was no inherent justice in management's keeping all of that windfall.

As a consumer, Dr. Kruger said, he "would have loved to see some of it come my way." But in spite of all the nice things the Government had said, there was no real pressure for any of that windfall to be passed on to the consumer.

He thought that the American auto workers were happy about parity with their Canadian counterparts because they regarded it as "a job protection scheme," although he thought that this would have been more valid if it had been applied to the agricultural implement industry rather than to the auto industry. He did not think the American auto workers were really "terribly worried about their jobs." What he regarded as more important than wage parity in this case was "that bargaining took place in Detroit, and, from the point of view of the company, whatever they gave in Canada was very cheap in terms of North American costs." Giving parity in Canada was "a cheap way of buying peace in the States," and if this became prevalent, it might raise serious questions about "the locus of bargaining being in the United States."

Referring more generally to the question of inflation, Dr. Kruger said all the evidence showed that inflationary pressure was stronger in Canada than in the United States. Our wages had been rising faster, our productivity had been rising more slowly, and there would be pressure on the exchange rate. He did not argue that the Government would devalue the currency. In fact he thought that it was going to be under heavy pressure not to devalue, and that even now it was "floundering" about looking for a way to avoid devaluation.

Dr. Kruger had nothing to say in favour of guidelines as a way of restraining increases in wages and prices. He called guidelines "the jawbone attack," and he said that he could find no case in which that attack had worked. The Americans had dropped it, and the British had moved from the jawbone attack to actual control of wages and prices. Mr. Sharp, the Minister of Finance, was moving into an area in which he was going to be very uncomfortable, because he was either going to have to drop the idea of guidelines or else to carry it "all the way."

The speaker said that guidelines were a device by which governments tried to evade their responsibilities — "an attempt to talk your way out of an uncomfortable situation" and to lay the responsibility on labour and management.

Although Dr. Kruger was worried about inflation, he said he was also worried about preserving the kind of economic system we had. It was management's function to get as much out of the system as they could. It was also true that union leaders were supposed to get the highest increases in wages that they could. The system, with all its defects, had "produced a reasonably healthy standard of living in this country."

Employment and Unemployment In November

Employment declined by 28,000 to 7,409,000 between October and November 1967, but was 219,000 higher than a year ago.

The labour force, at 7,698,000, was 7,000 lower than in October, and 270,000, or 3.6 per cent, higher than a year earlier.

Unemployment increased by an estimated 35,000 during the month from 254,000 in October to 289,000 in November, and was 51,000 higher than in November 1966.

Unemployment in November represented 3.8 per cent of the labour force, compared with 3.2 per cent in November 1966, and 3.1 per cent in November 1965.

Employment

Employment, at 7,409,000, decreased by 28,000 between October and November.

The increase of 219,000 from November 1966 was shared by all regions, with the largest percentage gain, 7.4 per cent, occurring in British Columbia.

Non-farm employment showed an above-average increase, rising by 40,000 between October and November, after an abnormal decline in the previous month. This increase was concentrated in community, business and personal service and trade. Manufacturing employment strengthened during the month, owing in part to the recall of workers in the automotive industry after a strike settlement in the United States.

Employment was much higher than a year ago in community, business and personal service (141,000), manufacturing employment was 38,000 lower, and farm employment was up 53,000.

Unemployment

Unemployment, at 289,000, was 35,000 higher than in October 1967, and 51,000 higher than in November 1966. Of the 289,000 unemployed, 228,000, or about 80 per cent of the total, had been out of work for less than four months. Of the remainder, 33,000 had been unemployed from four to six months, and 28,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Claimants at End of September Decrease From August Total

Claimants for unemployment insurance benefit numbered 210,900 on September 29, a decrease of 16,200 from the 227,100 on August 31, but an increase of 46,000 over the 164,900 recorded one year ago. Although males accounted for 70 per cent of the 16,200 decrease from August 31, they comprised 60 per cent of the 46,000 increase since September 30, 1966. This latter proportion (60 per cent) approximates the proportion of male claimants at each of the three dates under consideration.

Although the month-over-month decrease was 16,200, or 7 per cent, the decrease for the same intervals in 1966 was 22,300, or 12 per cent, of which more than 80 per cent was accounted for by males.

Almost 50 per cent of the 123,300 male claimants recorded on September 29 were in the category of one to four weeks on claim as against 35 per cent of the females. Fewer than 30 per cent of the males, as against 40 per cent of the females, had been on continuous claim more than 13 weeks.

Initial and Renewal Claims

A total of 82,700 initial and renewal claims were filed in local offices across Canada in September, in comparison with 73,000 in September 1966. The August total was 92,500. Almost 95 per cent of the claims filed in September were made by persons separated from employment during the month.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 160,100 for September, compared with 138,200 for August and 128,200 for September 1966. Benefit payments during September amounted to $15.8 million versus $16.8 million in August and $12.3 million one year ago. The average weekly payment was $24.62 in September, $24.38 in August and $23.93 in September 1966.

Provincial Data

All provinces shared in the August 31 to September 29 decline in the claimant count. The largest percentage declines occurred in Nova Scotia and Prince Edward Island, 14 and 12 per cent; Ontario and Alberta each showed 10 per cent. Compared with the previous year, all provinces except Nova Scotia and New Brunswick reported higher claimant totals. More than 90 per cent of the total increase occurred in Ontario and Quebec.

Although males represented almost 60 per cent of the overall claimant count at September 29, they accounted for only 45 per cent in the Prairie Provinces. In this area, the proportion of male claimants tends to be consistently lower than that for Canada during the summer months.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	Sept. 1967	Aug. 1967	Sept. 1966	Cumulative data: January to September	Cumulative data: 12 months ending September
		(in thousands)			
Insured population as at month-end	—	4,832	4,535	—	—
Initial and renewal claims filed					
Total	83*	93	73	1,238	1,728*
Initial	56*	64	52	910	1,279*
Renewal	26*	29	21	328	450*
Claimants currently reporting to local offices	211	227	165	370†	350†
Beneficiaries (weekly average)	160	138	128	294†	260†
Weeks compensated	641	691	513	11,426	13,438
Benefit paid	$15,772	$16,849	$12,265	$290,685	$339,734
Average weekly benefit	$ 24.62	$ 24.38	$ 23.93	$ 25.44	$ 25.28

*Discrepancy between totals and sub-totals is due to rounding.
†Monthly average.

Wage Schedules Prepared In October

During October, the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 235 contracts in these categories were awarded. In addition, 227 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Agriculture, Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	2	$ 7,626.91
Defence Production	114	858,049.00
Post Office	18	269,546.00
RCMP	2	61,150.00
Transport	6	37,651.40

During October, the sum of $10,218.90 was collected from 24 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 229 workers concerned.

Labour Relations Legislation in 1967

Part III - Industrial Safety and Workmen's Compensation, and Industrial Training

This is the third of a three-part article on labour legislation introduced in Canada in 1967. Part I, dealing with labour relations, appeared in the December 1967 issue. Part II, dealing with labour standards, and human rights and anti-discrimination was published in the January issue.

CONCERN over industrial accidents and their economic and human costs has resulted in further attempts to improve legislation aimed at occupational safety and health, and compensation for accidents.

Following the enactment of the Canada Labour (Safety) Code at the end of 1966, considerable planning and other preparatory work was done in the Department with a view to having the legislation proclaimed by the end of 1967.

At the International Labour Conference last June (L. G., Sept. 1967, p. 560), a Convention on the maximum permissible weight to be carried by one worker was adopted. It requires that member states which ratify it take appropriate steps to ensure that workers assigned to manual transport of loads other than light loads receive prior training or instruction in working techniques.

No worker is to be permitted or required to carry loads likely to jeopardize his health or safety. Suitable technical devices are to be used as much as possible. The assignment of women and young workers to manual transport of loads other than light loads is to be limited, and the maximum weight is to be substantially less than that permitted for adult male workers. A recommendation complementing the Convention was also adopted.

Construction Safety

Nova Scotia passed the Construction Safety Act, the first legislation in the province aimed specifically at the safety of workmen in the construction industry.

The new Act, in force July 1, 1967, applies to all types of construction projects, including road building, pipeline construction, and wharf and tunnel making, as well as the construction of buildings, whether carried on by the Government or private employers. The only exemptions are projects under the legislation pertaining to mines, projects by an owner performing all the work for himself, and projects by a farmer doing his own agricultural construction work. Other types of construction may be exempted by regulation.

Overall responsibility for safe working conditions on a construction project falls on the "constructor" (defined as any person contracting with the owner for work on a project, including an owner who contracts with more than one person or who is answerable for all or part of the work himself). The contractor must ensure that the workplace is maintained in a safe condition for employees.

Subcontractors and all persons contracting work for them must take all reasonable safety precautions on those parts of the construction project directly under their control.

The worker on a project also has specific responsibility; he must use personal protective equipment and other safety devices provided by the contractor. To fail to do so, or wilfully to engage in unsafe work practices, are offences punishable by fines of up to $500.

The Minister of Labour is responsible for the administration of this Act. There is to be a chief inspector having general supervision and direction of a staff of inspectors. The inspectors are authorized to:

- enter and inspect a project, with or without technical experts;
- require the production of drawings and specifications;
- interrogate personnel on the project, and those employed there during the previous two months;
- investigate and administer oaths; and
- issue written or oral directives for remedial action within a specified time.

In the event of a difference over the interpretation of any provision of the legislation, the constructor is to notify the chief inspector, and he may continue to operate pending a decision of the chief inspector.

Regulations may be issued under the Act adopting relevant codes, respecting the safe use of machinery and equipment, and regulating other matters to ensure the safety, health and welfare of construction workers.

The employment of persons under 16 years of age on construction projects is prohibited.

Falsework

Both Ontario and Quebec issued regulations providing employees with better protection against accidents on construction projects where complex falsework is used.

The Ontario regulations amend the regulations under the Construction Safety Act, 1961-62, to incorporate the recommendations made by the coroner's jury that investigated the deaths of nine men in the collapse of the Heron Road Bridge at Ottawa in August, 1966. These regulations require multitiered falsework to be designed by a professional engineer. The drawings, showing detailed material and construction specifications, must be signed by the engineer and kept available on the site throughout the whole period of construction. The contractor is responsible for seeing that the specifications are adhered to.

Under the Quebec Industrial and Commercial Establishments Act, new regulations set safety standards that must be observed during the construction of falsework that is to be used for shoring concrete formwork. The head of the establishment who erects or has erected such falsework is responsible for the application of the regulations. If one of the standards is not met, an inspector is empowered to prohibit the pouring of concrete and if need be, to issue a stop-work order on any other work.

Before construction of falsework is begun, fully detailed drawings must be approved by a professional engineer.

The head of the firm must immediately file one copy of the approved drawing with the nearest office of the Inspection Service of Industrial and Commercial Establishements. Another copy must be kept on the construction site for the entire duration of the work.

The pouring of concrete must be authorized by an engineer whose signed and sealed statement in writing, attesting to the fact that all requirements of the approved drawing have

been met, must be filed immediately, together with the original drawing, by the head of the firm.

Minimum safety requirements and specifications deal with strength of materials, the bearing surface, telescoping steel jacks, timber or steel scaffold shoring, bracing and removing posts, and the falsework and formwork. Equivalent materials or methods are allowed, but only if the head of the establishment guarantees equivalent safety.

In projects where only uniform and horizontal slabs and beams are used, the provisions requiring approval of drawings, authorization to pour, and filing of documents need not be followed, provided that all minimum safety requirements are met, the inspector has been notified, and further specific conditions have been complied with.

Compressed-Air Work

In Quebec, new regulations under the Industrial and Commercial Establishments Act governing work in compressed air were issued December 1966. They reflect the influence of modern technology and the increased medical knowledge of hazards involved in compressed air work.

Work periods are reduced, rest periods increased, and a stringent decompression procedure adopted. A copy of the decompression table must be posted, both in the air lock and at the controls, and a pressure gauge installed in each chamber in full view of the tender.

Complete records, showing work periods under compression, the decompression times and rest periods, and noting any ill effects, must be kept for each worker. Hot, sweet coffee must be supplied at mealtimes and rest periods.

The rules requiring duplicate systems for air supply, qualified deputy lock-tenders and a medical lock, ensure greater safety for workers in emergencies.

Medical examinations for new compressed air workers are now more strict than formerly.

Electrical Hazards

In Alberta, the regulations governing electrical installations and equipment in oil fields were revised to guard against the possibility of overhead conductors on poles falling dangerously close to hazardous locations or areas. (Last year, Quebec made regulations governing construction work in the vicinity of electrical lines, and similar regulations to protect persons in any kind of employment near power lines were included in the British Columbia general accident prevention regulations.)

Metalliferous Mines

The Mines Regulation Act applying to all types of mines except coal mines was enacted in British Columbia, replacing the Metalliferous Mines Regulation Act. The mines safety rules, now numbering 314, have been revised and expanded.

A new class of inspectors, to be known as environmental control inspectors, will have the duty of inspecting ventilation, dust and noise control. As before, medical examinations are required before employment begins, and annually thereafter, for persons working underground in mines and on the surfaces in open-pit and glory-hole operations and in other dust-exposure occupations such as crushing and milling plants.

These occupations are more specifically defined than before, and other locations may be designated by the chief inspector with the concurrence of the Workmen's Compensation Board. The mine management must have on file certificates of fitness for all persons working in dust-exposure operations. An employee whose employment is terminated because he is suffering from a respiratory disease is entitled to at least two weeks' pay in lieu of notice, instead of one week's notice as previously required.

A new provision on noise control requires that management take all reasonable measures to ensure that noise levels do not exceed accepted standards. If they do exceed them, suitable protective devices have to be provided and worn by all persons working in the area. After July 1, 1968, rock-drilling machines must be equipped with a device to reduce noise to a level satisfactory to the inspector.

The minimum age for employment, both below ground and on the work face of an open-pit mine, continues to be 18—except that 17-year-olds may be employed for the purposes of training under a program approved by the chief inspector. No female may be employed underground except with the approval of the chief inspector, who is directed by the legislation not to issue such approval except in conformity with the ILO Convention concerning employment of women in underground work in mines.

Lumbering and Woodworking

During the year, the Alberta Workmen's Compensation Board issued new safety regulations for the lumbering industry and for woodworking operations. The Board has been engaged in a continuing program of revision since 1965 and has now reissued its safety regulations for most of the hazardous industries of the province.

A uniform provision setting out the authority of Board inspectors to issue an order requiring an employer or supervisor to make changes or repairs that will remove hazards to workmen is set out in all the new regulations.

Workmen's Compensation

In 1967 the Workmen's Compensation Acts of British Columbia, Manitoba, Newfoundland, Prince Edward Island and Quebec were amended, and the Workmen's Compensation Ordinances of the Yukon and Northwest Territories were replaced.

In British Columbia, the amendments made were interim amendments, pending passage of a completely revised Act in 1968.

A bill making extensive changes to embody recommendations of the Tysoe Commission of Inquiry was introduced, but not proceeded with, in order to permit full study of its provisions.

Prior to the adoption of the amending Act by the Newfoundland Legislature, a review committee, which under the terms of the Act must be set up every five years, reviewed the Act and its administration and submitted its recommendations.

As a result of one recommendation of the committee, a Royal Commission was appointed and given very wide terms of reference to study the history of mining in the St. Lawrence fluorspar mines since 1933, and to make a through investigation of claims of miners and their dependants for compensation for lung cancer or any other industrial disease arising from employment in the mines.

In four provinces, increases were provided for in the monthly pensions and allowances payable to widows and children, or in one case, to children only. An important feature was that all increases were given retroactive effect, bringing all pensions awarded in the past to the new level.

In Newfoundland, a widow's pension was increased from $75 to $100, the allowance to a dependent child under 16 from $25 to $35, and the allowance to an orphan child under 16 from $35 to $45. Another change was that the age limit to which payments may be continued, at the discretion of the Board, to permit a child to further his education, was extended from 18 to 21 years.

In Prince Edward Island, the widow's pension of $75 granted in 1966 was made applicable, from April 1, 1967, to

all widows receiving pensions of lesser amounts as of that date. Further, the allowance to a dependent child was raised from $20 to $25 a month, and payment of the increased amount was authorized, from April 1, 1967, to all children under 16 receiving compensation.

In Quebec, the widow's pension was raised from $75 to $100, the payment to a child under 18 with a parent from $25 to $35, and the allowance to an orphan child under 18 from $35 to $55. Payments to children continue as long as they attend school. Another amendment in Quebec raised the lump sum payable to a widow from $300 to $500.

In Manitoba, the former age limit of 18 for the payment of an allowance, at the Board's discretion, for educational purposes was removed, permitting payments to be continued until a child receives his first university degree or completes a course in technical training. A significant change is that a higher allowance is payable after the age of 16 — $50 a month in place of $35 — thus taking into account increased costs of maintenance and schooling.

The Newfoundland Legislature authorized payment of compensation to a common-law wife. If the workman leaves no dependent widow, the Board, at its discretion, may grant a widow's pension to a common-law wife if the workman had lived with her for seven years immediately preceding his death, or for two years if she had borne him one or more children.

The ceiling placed on annual earnings as a basis for compensation and for the purpose of assessment was raised from $6,000 to $6,600 in Manitoba and from $5,000 to $6,000 in Quebec.

Three provinces increased the minimum payment for total disability. In Newfoundland, the minimum payment for temporary total disability was raised from $15 to $25 a week, or average earnings, if less; and the minimum payment for permanent total disability was raised from $65 to $125 a month, or average earnings, if less. These increases were made applicable, from July 1, 1967, to existing as well as to future pensions.

In Quebec, the increase in the minimum for total disability, whether temporary or permanent, was from $25 to $35 a week, or average earnings, if less. The increased payment applies only in cases of accidents that occur on or after September 1.

As a means of upgrading pensions in respect of past accidents, the British Columbia Legislature increased the minimum pension for permanent total disability to $150 a month. This minimum pension was made applicable to all workmen in receipt of a permanent total disability pension on April 1, 1967. Fifty per cent of the present and future costs of the increases are to be paid from the Consolidated Revenue Fund of the province.

As in 1964, the Quebec Legislature provided for increases in the disability pensions payable in respect of past accidents.

Beginning from September 30, 1967, all permanent total and permanent partial disability awards, arising from accidents that happened between September 1, 1931, when the Act went into effect, and the end of 1965, are to be increased by a specified percentage set out in a schedule, the percentages varying with the year in which the accident occurred. In fixing these rates, which vary from a 40-per-cent increase applicable to pensions awarded by reason of accidents occurring in the early years of operation of the Act to a low of 1.1 per cent, consideration was given to the increases granted in 1964 and the variations in the cost of living since 1931.

A further change in the Quebec Act is that the provision stating that compensation for a recurring disability due to an earlier industrial accident is to be based on the workman's earnings at the time of the recurrence, if greater than his earnings at the time of the original accident, is now applicable to any aggravation occurring more than three years after the accident, instead of more than five years as before.

The Newfoundland Board was empowered to replace or repair any article of a workman's clothing destroyed or damaged as a result of an accident.

As a result of a change in the definition of "industrial disease" in the Newfoundland Act, the Board may now recognize as compensable, in addition to the diseases enumerated in the schedule, any disease shown to be "peculiar to or characteristic of a particular industrial process, trade or occupation."

Another amendment removed the requirement that a workman whose disability or death was caused by an industrial disease due to the nature of his employment must have been engaged in the employment within the 12 months preceding his disablement.

The British Columbia Act was amended to authorize payment of compensation to a workman for compressed-air illness occurring on or after January 1, 1965, if the Board is satisfied that disablement or death was caused by employment in the province, notwithstanding the fact that the workman was not employed in employment in compressed air within the 12 months previous to the date of his disablement.

A very important change in Newfoundland was that deep-sea fishermen were brought under the workmen's compensation scheme from July 1, 1967. Previous to that time, they were excluded from the Act and given the nominal protection of an earlier individual liability law enacted in 1948.

Deep-sea fishermen employed on trawlers, draggers or other vessels of 70 tons or more gross tonnage (category "A" vessels) are covered by the Act, whether remunerated by wages or on a share basis. Those paid by shares are deemed to be workmen within the meaning of the Act, provided that the person with whom they share the profits or earnings of the vessel is deemed to be the employer. The share received by each member of the crew is deemed to be either his earnings or part of his earnings.

Coverage of other fishermen, those who fish in smaller boats a mile or so offshore, depends on the number employed and the manner of payment. Masters and crew-members of vessels of 10 tons or more gross tonnage (category "B" vessels) who are paid on a share basis are excluded from the Act, but may be covered on the joint application of the crew and the person deemed to be the employer (as above).

Fishermen employed in other than a category "A" vessel and paid wages are covered only if at least 10 workmen are employed.

Provision is also made for the coverage, on application, of an independent operator in the fishing industry, who is remunerated wholly or mainly by shares in the profits or earnings of the fishing vessel. The operator is referred to as any person not being an employer or a workman but performing work of a nature which, if he were a workman, would be within the scope of the Act.

The Newfoundland Act was amended to provide a right of appeal to the Supreme Court of Newfoundland from a decision of the Workmen's Compensation Board involving any question: (a) as to the Board's jurisdiction; (b) of law; or (c) of mixed law and fact. Such an appeal must be made within 30 days from the date of the decision appealed from.

The Board may also, of its own motion or upon the application of any party, submit a stated case to the Court for an opinion upon any question of law or jurisdiction. A similar reference may be made at the request of the Lieutenant-Governor in Council.

Whether in an appeal or a reference by way of stated case, proceedings are to be taken as if the Court were conducting a hearing *de novo*, unless the Court directs otherwise.

In its provision for appeals to the Court, the Newfoundland Act is now like the Acts of New Brunswick, Nova Scotia and

Prince Edward Island, which provide for appeals, but on a more limited basis. The Acts of the other provinces do not permit any appeal to the courts.

An amendment was made to the section of the Newfoundland Act giving any employer, association, workman or dependant the right to a public hearing on any matter coming before the Board for decision. The amendment requires that the Board give notice of such hearing to all interested persons, and it states that any interested person has an absolute right to appear at a hearing and to be represented by legal counsel.

Another amendment permits the Board, in its absolute discretion, to impart information from its records or files to legal counsel representing a workman, dependant or other interested party.

The Workmen's Compensation Ordinances of the Yukon and Northwest Territories were revised, effective from April 1967, putting into effect the changes recommended by a three-man Board of Inquiry named by the Commissioners of the Territories. As re-enacted, the Ordinances are now the same, with uniform benefits for each Territory. Most benefits were increased.

Industrial Training

The federal Adult Occupational Training Act replaces the Technical and Vocational Training Assistance Act. Its purpose is to extend training services and training allowances to all persons with adult responsibilities who can benefit from training. The Minister of Immigration and Manpower said, "It is an explicit recognition of the federal responsibility for the overall performance of the economy, and the advancement of the workers on whom that performance depends."

The federal Government had previously been sharing in the provincial costs of technical and vocational training through a number of programs under the Technical and Vocational Training Assistance Act. These programs assisted the provinces with the operating and capital costs of technical and vocational training at the secondary, postsecondary and adult levels. The majority of the funds contributed to date have been used in the secondary and postsecondary areas; relatively little has been spent on training, retraining and upgrading adult workers.

The new Act is concerned with the training, retraining and upgrading of adult workers. It provides for the payment of living allowances to persons with adult responsibilities who are taking occupational training. The federal Government will pay 100 per cent of the costs of these allowances, which will be paid directly to eligible trainees. The federal Government will also pay 100 per cent of the costs of operating training courses for adults, and may also make loans to provincial governments to help with the purchase or construction of occupational training facilities. It may also make contributions to the provinces in respect of research and development programs undertaken by them.

To be eligible for a training allowance under the new Act, a person must have been working or seeking work for three years; but someone with dependants can qualify if he has been out of school for just one year and is one year past the school-leaving age in the province in which he resides.

Adults who have no economic responsibilities will get free training if they are one year past the regular school-leaving age and have either been out of school for 12 months or more or are in an apprenticeship training course.

For the most part, the Canada Manpower Centres will select the adults to be trained and pay for their training. An adult who has not attended school on a regular basis for at least 12 months and wishes to be enrolled in an occupational training course, may apply at his nearest Manpower Centre. If the manpower officer who interviews him considers that he would benefit by training, he will arrange to have him enrolled in a training course that will increase his earning capacity or his opportunities for employment.

The training will normally be provided in publicly operated courses of one year or less. In the Act, the term "occupational training course" is defined as a course providing "not more than 52 weeks of full-time instruction or 1,800 hours of part-time instruction."

If no provincially or municipally operated training courses are available, the manpower officer may arrange for the enrolment of eligible adults in private training schools, in which case the Minister may authorize the payment of tuition fees. The Minister emphasized that the Government would not use private facilities unless it was necessary, and only if the province agreed.

Arrangements may also be made for the training of adults in industry. The Minister made it quite plain, however, that the new program is not designed to pay for the kind of on-the-job training in a particular job that is a normal and necessary part of industrial costs. Rather, it is concerned with the kind of general training that will be useful if workers transfer to other employment. The federal Government will, however, pay for on-the-job training if it is necessary to help employees adjust to technological or economic changes affecting their employer.

The training allowances payable under the new program are to be related to family circumstances and living costs. Initially, allowances will range from $35 to $90 a week, varying with the number of dependants a man has, and the general level of earnings in his province or region. The actual scales, between those limits, are to be settled in consultation with each province and, if a province wishes, the federal Government will use different scales in different parts of a province to better reflect variations in the level of earnings.

After June 30, 1968 the allowance limits will be escalated each year in line with the increase in average hourly earnings in manufacturing (using 1966 as the base).

When arrangements are made with a firm to train its workers, the program will pay the costs of operating the training course, including reimbursement of the wages paid to the workers while they are learning. The maximum amount payable in any week in respect of wages paid to an adult must not exceed the lesser of:

(a) an amount equal to that obtained by multiplying the number of hours of training in a week by the employee's average hourly earnings for that week; or

(b) an amount equal to the maximum training allowance payable to an adult for that week.

The federal Government may also make loans for the purchase or construction of occupational training facilities for adults. The province will have up to 30 years in which to repay a loan; the federal Government, by "renting" the facilities for adult use, will pay for their construction. In reference to this, the Minister said, "In effect, adult training facilities will cost the provincial taxpayers nothing, and the provinces will have free buildings after 30 years."

In recognition of the need to develop better ways of matching training with emerging manpower needs, the new Act provides for research and development agreements with the provinces. The federal Government will pay up to 50 per cent of the costs incurred by a province in undertaking research into occupational training, and projects for the development of occupational training courses and materials.

At the request of a provincial government, a joint committee may be established to assess manpower needs in that province. Reports or recommendations made by a joint committee must be taken into account by manpower officers

when considering applications for enrolment in a training course.

Details not spelled out in the Act are to be prescribed by regulation. As well as defining such terms as "regular school-leaving age," the regulations may prescribe the method of determining costs, charges for tuition fees, and the rates, time and manner of payment of training allowances.

A person employed in insurable employment, who is being trained under an occupational training course, will not be eligible for unemployment insurance while in receipt of a training allowance, but will retain his benefit and contribution rights.

The qualifying period will be extended to include any period during which he is being trained under an occupational training program and in receipt of a training allowance. Similarly, his benefit period, which normally runs for a maximum of 52 weeks from the week of the claim, will be extended to a maximum of 156 weeks.

The capital grants that have been made to the provinces under the shared-cost arrangements for building secondary, post-secondary, adult and technical and vocational training facilities are to be phased out gradually. Under the transitional agreements provided for in the Act, the federal Government will continue to pay 75 per cent of the capital expenditures incurred by a province for occupational training facilities after March 31, 1967 or until the province has received $480 for each person in its 1961 youth population (young persons 15 to 19 years of age).

Under the phase-out arrangement, a further $320 per person will be available for the same purpose at a 50-per-cent sharing rate. Altogether, the federal Government will pay each province up to $800 for each person in its 1961 youth population, less contributions paid to the province under Sec. 4 of the Technical and Vocational Training Assistance Act.

The Adult Occupational Training Regulations, approved by P.C. 1967-1021, May 18, 1967, set out the costs that may be included in calculating the expense of providing an occupational training course, the allowances payable to trainees, and other matters.

Apprenticeship

In Ontario, under the Apprenticeship and Tradesmen's Qualification Act, 1964, the service trades of radio and television service technician and dry cleaner were designated as certified trades for which a certificate of qualification will be necessary for new entrants.

For radio and television service technicians, the training program comprises four periods of 2,000 hours each (1,500 hours each for apprentices who have received their secondary school graduation diploma). The training includes full-time day classes at a provincial institute of trades (or equivalent training), and practical training and instruction. For the trade of dry cleaner, four periods of 900 hours are required.

Regulations for the trade of chef replaced those for the trade of cook. In this trade too, certificates of qualification are necessary except for those already engaged in the trade. The rules for hairdressers and hairdressing schools were also revised, reducing the required hours of training from 1,800 to 1,500 for each of the three periods specified.

In the construction trades, the trades of cement mason and lather were designated as certified trades, with respect to new entrants to the trade, and the regulations for the plumbing trade were revised, removing from the coverage of the regulations those who do repair and maintenance work in an operating industrial plant, as well as those laying pipe for drains and water mains.

A training system was established for ironworkers, with three periods of 2,000 hours each. For this trade, the minimum age is 17, and an applicant must have a medical certificate stating that he is in good physical condition; and he must be capable of working at the heights commonly experienced in the trade.

An advisory committee on trades in the manufacturing industry is examining methods of applying apprenticeship training to general industry. The committee believes that compulsory certification should not be applied to industrial trades, but should be confined to the construction and service trades.

In British Columbia, new regulations have been issued under the Apprenticeship and Tradesmen's Qualification Act respecting certificates of proficiency in the trades of: millwright; domestic radio and television servicing; plumbing, steamfitting and pipefitting; and sprinkler-fitting. Except for the trade of millwright, certificates of proficiency were made compulsory on January 9, 1967 in specified areas of the province. An applicant for a certificate was required to submit proof of at least 8,000 hours of qualifying time (10,000 hours with respect to the plumbing, steamfitting, pipefitting and sprinkler-fitting trades), and had to pass an examination.

The industrial electrical trade, defined as the "installation, maintenance and repair of electrical equipment in industrial operations," and the trades of cement mason, roofer, damp and waterproofing and dry-wall finisher have been added to the schedule of designated trades for which certificates of competency will be given.

The qualifying period for a certificate of proficiency was extended from 8,000 hours to 10,000 hours in the refrigeration trade and new regulations for the sheet metal trade also established 10,000 hours.

In Alberta, the Provincial Apprenticeship Board issued special regulations for the trade of tile setter, which had previously been subject to the rules of the trades of bricklayer, mason and terrazzo layer, and replaced the regulations for the following trades: painter and decorator, refrigeration mechanic, sheet metal mechanic, and machinist. In all these trades, the period of apprenticeship is four periods of 12 months, with a minimum of 1,800 hours of work (including prescribed training) in each period.

In Saskatchewan, the trade of glassworker and the heavy duty repair trade were designated under the Apprenticeship and Tradesmen's Qualification Act. A glassworker must have worked at least 8,000 hours at the trade (including time credits for appropriate trade training) in order to obtain a journeyman certificate. For the heavy duty repair trade, the requirement is 10,000 hours.

Regulations for the industrial electricians and industrial mechanics trades were issued in Manitoba under the Apprenticeship Act. The term of apprenticeship is four years for the industrial electricians trade and three for mechanics. If no collective agreement is in force where an apprentice is employed, the Provincial Apprenticeship Board will fix the starting rate and progressive increases.

Two industry apprentice plans were approved in Newfoundland, one for the American Smelting and Refining Company, Buchans Unit, and the other for the Price (Nfld.) Pulp and Paper Company.

In New Brunswick, combined meetings of the Provincial Apprenticeship Committee and Tradesmen's Qualification Board are being held quarterly, in order to keep in touch with the current training requirements of industry and to consider new areas of compulsory certification. Approval has been given by the combined group for designation of several new trades for apprenticeship training.

Industrial and Geographic Distribution

Of Union Membership in Canada in 1967

There were 1,921,000 union members in Canada at the beginning of 1967. This was an increase of 10.6 per cent over the 1966 figure, and an increase of half a million members in the five-year period ended in January 1967.

Overall membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent local organizations. The data obtained in the 1967 survey were published in *Labour Organizations in Canada, 1967*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada, together with names of their principal officers and publications and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country, made at the beginning of each year, provides data for the accompanying tables, giving distributions of union membership by industry, by province and by labour market area. In this survey, each local is asked to report the total number of its members, and the industry and location in which all or most of them are employed. In a relatively small number of cases, the industry was not reported; in addition, a number of locals indicated that their members were dispersed throughout several locations in different areas or provinces. These locals and their membership are classified separately in the tables.

The information for this analysis of union membership was obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department of Labour, from local union secretaries. Their co-operation is gratefully acknowledged.

Distribution by Industry

Table 1 gives the distribution of union membership by industry, on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Although union growth in the past five years has been manifest in all industrial sectors, it has been particularly marked in public administration, trade and service. In 1962, union members employed in public administration constituted 5.4 per cent of total union membership in Canada. By 1967, membership in public administration comprised 10.8 per cent of the total, reflecting the affiliation, in 1965, of the Quebec Government Employees with the Confederation of National Trade Unions, and the affiliation of the Public Service Alliance of Canada with the Canadian Labour Congress in January 1967. In trade, the proportion rose from 3.0 per cent in 1962 to 4.1 per cent in 1967, and in the service industries it rose from 7.1 to 8.8 per cent.

Although the number of union members employed in forestry, construction, manufacturing, mining, and transportation and utilities also increased in the five-year period, the rate of increase was smaller. Membership in all but one of these groups made up about the same proportion of total union membership in 1967 as it did in 1962; in the transportation and utilities group, union members made up 23.3 per cent of the total in 1962, compared with 18.8 per cent in 1967.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, labour market areas correspond to the areas served by Canada Manpower Centres. In some cases, a labour market area corresponds to the area served by two or more Canada Manpower Centres; these composite areas are identified by an asterisk, and the areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1967, there were almost 8,700 local unions active in Canada with a total membership approaching two million. Survey returns were received from a large proportion of these locals; the relatively small number which did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, because their membership is not known. An adjustment entry indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.

TABLE 1—Union Membership by Industry,* 1967

Industry	*Locals*	*Membership*
AGRICULTURE	15	865
FORESTRY †	41	43,907
FISHING AND TRAPPING	7	3,285
MINES	190	57,929
Metals	117	40,482
Mineral fuels	33	9,295
Non-metal	25	7,032
Quarries	11	447
Incidental services	3	615
MANUFACTURING	2,747	758,802
Food	351	71,593
Beverages	77	10,689
Tobacco products	17	6,126
Rubber	47	15,723
Leather	74	12,889
Textiles	159	38,690
Knitting mills	23	3,158
Clothing	113	51,182
Wood	110	42,690
Furniture and fixtures	61	13,211
Paper	327	75,319
Printing and publishing	188	30,542
Primary metals	140	70,393
Metal fabricating	266	46,034
Machinery	115	31,503
Transportation equipment	158	123,935
Electrical products	140	56,680
Non-metallic mineral products	156	23,143
Petroleum and coal products	24	3,936
Chemical products	139	22,024
Miscellaneous manufacturing	62	9,342
CONSTRUCTION	528	209,558
TRANSPORTATION AND UTILITIES	2,198	361,605
Air transport and incidental services	97	10,922
Water transport and incidental services	139	41,273
Railway transport	998	123,425
Running trades	316	32,801
Non-operating employees	682	90,624
Truck transport	52	33,523
Buses and streetcars	55	20,657
Other transport	9	1,777
Storage	22	2,637
Communication	695	78,669
Power, gas and water	131	48,722
TRADE	247	78,416
FINANCE	11	890
SERVICE INDUSTRIES	696	169,382
Education	203	22,711
Health and welfare	252	86,073
Recreational services	86	25,751
Services to business	12	1,092
Personal services	125	29,135
Miscellaneous services	18	4,620
PUBLIC ADMINISTRATION	1,456	206,788
Federal administration	746	84,795
Provincial administration	83	46,789
Local administration	627	75,204
INDUSTRY NOT REPORTED	11	3,617
ADJUSTMENT ENTRY ‡	—	25,661
NO RETURN	532	—
TOTALS	8,678	1,920,647

*Based on DBS Standard Industrial Classification (1960) (DBS Cat. No. 12-501).

†Includes some sawmilling.

‡This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—Union Representation Within Industry Groups, 1967

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
FORESTRY	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
FISHING and TRAPPING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
MINES	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) Mine, Mill and Smelter Workers (Ind.) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services	Mine, Mill and Smelter Workers (Ind.)
MANUFACTURING	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC) Boot and Shoe Workers (AFL-CIO/CLC) Clothing Workers Federation (CNTU) Leather and Plastic Workers (AFL-CIO/CLC) Packinghouse Workers (AFL-CIO/CLC) Textile Workers' Union (AFL-CIO/CLC)

TABLE 2—Union Representation Within Industry Groups, 1967 (Continued)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills	Clothing Workers Federation (CNTU) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
Printing and Publishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC)
Electrical Products	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and Coal Products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) Chemical Workers Federation (CNTU) District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Employees (Ind.) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Railway transport	
Running trades	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Other Transport	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Storage	Brewery Workers (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC)
Communication	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC)
TRADE	Commerce and Office Employees (CNTU) Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU) Independent Local—*La Fraternité des Employés de la Cie d'Assurance-Vie la Sauvegarde*
SERVICE INDUSTRIES	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU) CNTU Chartered Local
Health and Welfare	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)

(Continued on page 94)

TABLE 2—Union Representation Within Industry Groups, 1967 (Concluded)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
Services to business	I.B.E.W. (AFL-CIO/CLC)
	Metal Trades Federation (CNTU)
	Public Employees (CLC)
Personal Services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC)
	Office Employees (AFL-CIO/CLC)
PUBLIC ADMINISTRATION	
Federal Administration	National Component, P.S.A.C. (CLC)
	National Defence Employees, P.S.A.C (CLC)
Provincial Administration	B.C. Government Employees (CLC)
	Quebec Government Employees (CNTU)
	Saskatchewan Government Employees (Ind.)
Local Administration	Fire Fighters (AFL-CIO/CLC)
	Public Employees (CLC)

TABLE 3—Union membership, by province, 1967

Province	*Number of Locals*	*Locals Reporting*	
		Number	*Membership*
Newfoundland	153	141	23,442
Prince Edward Island	47	44	2,893
Nova Scotia	440	437	55,212
New Brunswick	361	342	39,160
Quebec	2,443	2,189	569,430
Ontario	3,051	2,863	721,581
Manitoba	347	332	69,844
Saskatchewan	385	372	49,891
Alberta	462	452	78,416
British Columbia	892	881	240,228
Yukon & Northwest Territories	38	34	2,081
Two or more provinces*	59	59	42,808
Adjustment entry†	—	—	25,661
No return	—	532	—
TOTALS	8,678	8,678	1,920,647

*Includes membership of Seafarers, Transportation-Communication Employees, Commercial Telegraphers and Actors' Equity.

†Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

TABLE 4—Union membership by labour market area, 1967

Labour Market Area	*Locals*	*Membership*	*Areas Under 1,000 Members*
NEWFOUNDLAND			
Corner Brook	28	3,470	
Grand Falls	27	3,346	
Labrador City	6	1,808	
St. John's	85	10,289	
Two or more areas	7	4,529	
PRINCE EDWARD ISLAND			
Charlottetown	34	2,034	Summerside
NOVA SCOTIA			
Amherst	18	1,296	
Halifax	163	23,524	
Kentville	30	1,686	Bridgewater
Liverpool	11	1,059	Inverness
New Glasgow	52	6,192	Springhill
Sydney	94	15,763	
Truro	22	1,120	
Yarmouth	16	1,110	
Two or more areas	8	1,580	
NEW BRUNSWICK			
Bathurst	36	3,391	
Campbellton	27	3,086	Minto
Edmundston	18	1,408	St. Stephen
Fredericton	42	2,354	Sussex
Moncton	73	8,284	Woodstock
Newcastle	20	2,626	
Saint John	107	13,366	
Two or more areas	6	2,718	
QUEBEC			
Asbestos	8	1,925	
Beauharnois	14	1,790	
Buckingham	15	1,573	
Drummondville	41	4,722	
Farnham-Granby*	74	8,176	
Gaspé*	31	5,470	
Hull* (with Ottawa)			
Joliette	58	4,656	
La Tuque	16	2,067	
Lac St. Jean*	185	26,388	Maniwaki
Lachute-Ste. Thérèse*	47	6,155	Mont Laurier
Montmagny	14	1,588	
Montreal	800	284,198	
Quebec-Levis*	252	42,578	
Quebec-North Shore*	64	13,247	
Rimouski	28	4,410	
Riviere du Loup	27	1,882	
Rouyn-Val d'Or	84	6,705	
St. Hyacinthe	44	7,606	
St. Jean	71	7,807	
St. Agathe-St. Jerome*	34	3,515	
Shawinigan	48	7,138	
Sherbrooke*	109	17,159	
Sorel	43	6,678	
Temiscaming	8	1,119	
Thetford-Megantic-St. Georges*	49	6,474	

TABLE 4—Union membership by labour market area, 1967 (Concluded)

Labour Market Area	*Locals*	*Membership*	*Areas Under 1,000 Members*
Trois Rivieres	81	12,814	
Valleyfield	39	5,186	
Victoriaville	47	6,651	
Two or more areas	40	60,637	
ONTARIO			
Barrie	31	2,890	Arnprior
Belleville-Trenton*	65	6,874	Bracebridge
Brampton	39	6,650	
Brantford	57	10,557	Carleton Place
Brockville	25	3,292	
Chatham	28	4,408	Gananoque
Cobourg	22	1,820	Goderich
Collingwood	7	1,038	Hawkesbury
Cornwall	45	7,237	Lindsay
Fort Frances	19	1,427	Listowel
Fort William-Port Arthur	120	17,519	Parry Sound
Galt	61	6,579	Perth
Guelph	61	7,330	Picton
Hamilton	206	54,324	Renfrew
Kapuskasing	14	5,192	Sioux Lookout
Kenora	30	2,915	Napanee
Kingston	48	10,498	
Kitchener	77	16,242	
Leamington	7	1,196	
London	109	25,450	
Midland	19	1,317	
Niagara Peninsula*	216	36,633	
North Bay	50	5,187	
Orillia	17	1,193	
Oshawa	64	27,072	
Ottawa-Hull*	194	37,832	
Owen Sound	15	1,265	
Pembroke	35	3,249	
Peterbrorough	62	9,623	
Prescott	12	1,768	
St. Thomas	41	4,143	
Sarnia	42	8,710	
Sault Ste. Marie	67	12,718	
Simcoe	17	1,431	
Smiths Falls	24	1,471	
Stratford	36	2,950	Sturgeon Falls
Sudbury*	87	30,420	
Timmins-Kirkland Lake	75	6,432	
Toronto*	653	257,428	
Walkerton	6	1,540	
Wallaceburg	6	1,576	
Windsor	99	39,749	
Woodstock-Tillsonburg*	31	5,728	
Two or more areas	44	27,625	
MANITOBA			
Brandon	34	2,474	Dauphin
Flin Flon	13	2,889	Portage la Prairie
The Pas	16	2,818	
Winnipeg	259	58,303	
Two or more areas	5	2,634	
SASKATCHEWAN			
Moose Jaw	41	3,954	Estevan
North Battleford	22	1,621	Swift Current
Prince Albert	41	3,421	Weyburn
Regina	96	17,528	
Saskatoon	108	14,402	
Yorkton	30	3,434	
Two or more areas	15	3,793	
ALBERTA			
Calgary	135	28,821	Blairmore
Edmonton	165	34,902	Drumheller
Lethbridge	49	3,147	Edson
Medicine Hat	36	2,887	Grande Prairie
Two or more areas	15	5,475	Red Deer
BRITISH COLUMBIA			
Central Vancouver Island*	68	16,646	Michel
Chilliwack	15	1,041	Cassiar
Cranbrook	27	4,112	Princeton
Dawson Creek	12	4,859	
Kamloops	39	3,794	
Kitimat	3	2,073	
Okanagan	68	8,227	
Prince George	41	5,850	
Prince Rupert	48	5,493	
Trail-Nelson*	46	6,526	
Vancouver-New Westminster	382	141,588	
Victoria	110	19,028	
Two or more areas	20	19,147	

*Indicates labour market area comprising areas served by two or more Canada Manpower Centres. See appendix.

APPENDIX TO TABLE 4—Labour market areas comprising areas served by two or more Canada Manpower Centres.

Labour market areas appear in italics, followed by names of the Canada Manpower Centres in light type.

QUEBEC

Farnham-Granby: Cowansville, Farnham, Granby. *Gaspé:* Causapscal, Chandler, Gaspé, Matane, New Richmond. *Lac St. Jean:* Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. *Lachute-Ste Thérèse:* Lachute, Ste Thérèse. *Montréal:* Montréal, Ste Anne de Bellevue. *Québec-Lévis:* Lévis, Québec. *Québec-North Shore:* Baie Comeau, Forestville, La Malbaie, Sept Iles. *Rouyn-Val d'Or:* Rouyn, Val d'Or. *Ste Agathe-St Jérôme:* Ste Agathe, St Jérôme. *Sherbrooke:* Magog, Sherbrooke. *Thetford-Mégantic-St Georges:* Mégantic, Thetford Mines, Ville St Georges. *Trois Rivières:* Louiseville, Trois Rivières.

ONTARIO

Belleville-Trenton: Belleville, Trenton. *Fort William-Port Arthur:* Fort William, Port Arthur. *Niagara Peninsula:* Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. *Ottawa-Hull:* Hull, Que., Ottawa, Ont. *Sudbury:* Elliot Lake, Sudbury. *Timmins-Kirkland Lake:* Kirkland Lake, Timmins. *Toronto:* Long Branch, Newmarket, Oakville, Toronto, Weston. *Woodstock-Tillsonburg:* Tillsonburg, Woodstock.

BRITISH COLUMBIA

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. *Okanagan Valley:* Kelowna, Penticton, Vernon. *Trail-Nelson:* Nelson, Trail. *Vancouver-New Westminster:* Mission City, New Westminster, Vancouver.

PRICE INDEXES

Consumer, November 1967

The consumer price index (1949 = 100) increased by 0.3 per cent to 151.0 at the beginning of November from 150.5 at the beginning of October. It was 3.8 per cent higher than the November 1966 level of 145.5.

The food index rose 0.1 per cent to 148.0 from 147.8. Dairy products, including ice cream, powdered milk and processed cheese, declined, while fresh milk prices remained unchanged. There was a 1.6 per cent decrease in the price of bread that outweighed increases in flour and breakfast cereal prices. Sugar prices advanced by 2 per cent to regain their former level. Lower prices reported for grapefruit, apples, bananas, cabbage and onions were offset by increases in the prices of potatoes, tomatoes and celery. Meats, including beef and pork items, declined.

The housing index rose 0.2 per cent to 153.4 from 153.1. Rent increased generally, especially in western Canadian cities, and advances in building materials prices and wage rates were reported. The household operation component increased slightly as higher prices for household textiles, utensils and supplies were offset by lower prices for furniture and floor coverings.

The clothing index advanced 0.6 per cent to 134.5 from 133.7, as a result of increases in men's wear prices. Smaller increases were reported for women's and children's wear, footwear and piece goods.

The transportation index remained unchanged at 157.9, with seasonally lower train fares offsetting a slight increase in automobile operation prices.

The health and personal care index rose 0.3 per cent to 193.8 from 193.2, reflecting higher prices for personal services such as women's hairdressing and men's haircuts. Pharmaceutical prices remained unchanged.

The recreation and reading index advanced 0.6 per cent to 170.5 from 169.4 as a result of higher prices for sports equipment and for motion picture admissions.

The tobacco and alcohol index rose 0.1 per cent to 128.7 from 128.6, reflecting a slight increase in the price of cigarettes and tobacco.

Group indexes a year ago in November were: food 144.7; housing (shelter and household operation) 146.6; clothing 129.8; transportation 151.1; health and personal care 184.5; recreation and reading 161.3; tobacco and alcohol 126.5.

City Consumer, Nov. 1967

Between October and November, consumer price indexes advanced in all regional cities except St. John's, Nfld., and Saint John, N.B., which were unchanged. The increases ranged from 0.7 per cent in Ottawa to 0.1 per cent in Vancouver.

Food indexes were higher in seven cities, lower in two, and remained unchanged in Toronto. They advanced most rapidly in Montreal, Ottawa and Saskatoon-Regina, where increases of 1.6 per cent, 1.5 per cent and 1.4 per cent, were recorded. Housing indexes rose slightly in all cities, led by Ottawa and Edmonton-Calgary, both of which centres recorded an increase of 0.5 per cent. The clothing indexes were higher in seven cities, and unchanged in three.

The transportation index was unchanged in all cities, except Saint John, Montreal and Winnipeg, where there were slight marginal declines. In the health and personal care, and recreation and reading indexes, advances outnumbered declines by eight to two. Tobacco and alcohol indexes increased slightly in five cities and were unchanged in five.

Regional consumer price index point changes between October and November were: Ottawa +1.0 to 149.6; Saskatoon-Regina +0.9 to 141.5; Montreal +0.8 to 149.6; Toronto +0.7 to 152.5; Halifax +0.5 to 143.0; Winnipeg +0.4 to 147.2; Edmonton-Calgary +0.4 to 142.1; Vancouver +0.2 to 145.1; Saint John unchanged at 145.7; St. John's unchanged at 130.8.*

Wholesale, October 1967

The general wholesale index (1935-39 = 100) rose 0.2 per cent in October to 265.1 from 264.7, and was 1.8 per cent higher than the October 1966 index of 260.3. Six of the eight major group indexes increased, and the remaining two, animal products at 295.4, and iron products, at 274.3, were unchanged.

In the textile products group, the index rose 0.8 per cent to 253.5 from 251.6. Reflecting higher prices for silver, the non-ferrous metals products group index advanced 0.4 per cent to 245.6.

Increases of 0.1 per cent or less occurred in the following major group indexes: vegetable products, to 228.2 from 228.0; wood products, to 349.7 from 349.3; non-metallic minerals products, to 200.2 from 200.0; and chemical products, to 213.9 from 213.8.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.3 per cent to 256.3 from 257.0 in the four-week period October 27 to November 24. The animal products declined 0.03 per cent to 326.0 from 326.1, and the field products index decreased by 0.7 per cent to 186.5 from 187.9.

U.S. Consumer, October 1967

The United States consumer price index (1957-59 = 100) rose by 0.3 per cent between September and October, to 117.5.

Increases in the price of 1968-model automobiles, clothing, and medical and other services, including baby-sitting, account for the October advance. Apparel prices, reflecting particularly large increases for women's and girls' clothing, were 4 per cent above last October's level.

Charges for consumer services were 0.3 per cent higher than in September, with medical care and housekeeping services both up by 0.5 per cent.

Food prices, including restaurant meals, declined 0.2 per cent between September and October to 115.7. Lower prices were recorded for pork and poultry, and beef prices averaged the same as in September. Apples, grapefruit and potatoes declined sharply, and most other fruits and vegetables rose. Milk and cheese prices increased more than usual for October.

The overall consumer prices were 2.6 per cent higher than those reported a year ago.

British Retail, October 1967

The British index of retail prices (Jan. 16, 1962 = 100) was 119.7 at October 17, compared with 118.8 at September 19, and 117.4 at October 18, 1966.

The rise in the index was caused by the seasonal increase in the average prices of household coal, and to an increase in the charges for electricity.

The index for foods rose by one-half of 1 per cent to 114.2, compared with 113.7 in September. The index for the housing group rose to 136.8 in October, compared with 135.2 in the previous month.

In the fuel and light group, the index rose to 127.2, compared with 120.9 in September; the transport and vehicles group index climbed to 113.2, compared with 112.7; the index for miscellaneous goods advanced to 114.6 from 113.5; and the index for services advanced to 127.6 from 127.0.

There was little change in the general level of prices in the four remaining groups.

The Big Move

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Red-letter day for the Occupational Therapy and Rehabilitation Centre in Montreal was December 5, 1967, for on this date the Centre's new quarters were opened at 7005 Maisonneuve Boulevard West.

This is the third time the Centre has moved since it was first organized as the Occupational Therapy Centre in 1937. At that time it provided very limited services to the public. In 1945, these services were expanded to provide comprehensive rehabilitation, and the Centre was incorporated under its present name. The latest move, from 1031 Ottawa Street, was prompted like the others by the need for expanded quarters to meet the everincreasing need for service.

The Centre provides services to anyone over the age of 16, without regard to race, creed or financial status. Services provided by the Centre include medical assessment, physiotherapy, occupational therapy, speech therapy, psychological services, social services, and vocational adjustment. A Home Service Unit is also operated to treat people who are so disabled that they are unable to leave their homes to go to the Centre for treatment.

Treatment at the Centre is covered by government insurance. Home Service is not, but the Centre ensures that no one is refused treatment because he cannot pay.

The Centre is handling the physiotherapy division of a new program set up by the Victorian Order of Nurses and called "metropolitan home care." As a result, an additional therapist was taken on staff last summer.

The Ste. Jeanne d'Arc Hospital recently set up a home care program for patients released from hospital who are unable to manage by themselves. The Centre has agreed to supplement the physiotherapy and occupational therapy provided by the hospital when needed.

Accommodation 300 Daily

The new Centre is planned to accommodate 300 persons daily, and the building was designed with the needs of the handicapped in mind. It incorporates the standards set out in the National Building Code of Canada Supplement, *Building Standards for the Handicapped.*

During initial planning, the inclusion of in-patient services was considered, but abandoned when it was decided that the inclusion of in-patient facilities and work areas would not be compatible. Work assessment facilities were in as short supply as rehabilitation beds, so priority was given to expansion of vocational services with a more extensive 'adaptation unit'. This unit provides a series of work areas that duplicate actual work situations, so that the client can be vocationally assessed and can learn or relearn work habits and skills.

There will be an addition to the types of disabilities accepted, for the Centre will be accepting referrals from the Montreal Association for the Blind. The two organizations will co-operate to provide a total rehabilitation program for blind persons in the area.

During the year 1966-67, the Occupational Therapy and Rehabilitation Centre reported 81 individuals either returned to work or enabled to look after themselves, and no longer requiring the service of an attendant. This included 10 who were once more able to take up their duties as housewives or homemakers, and eight who undertook self-care. Of those who returned to employment, 56 went into regular employment, five into sheltered employment, and two into business for themselves.

Earnings Exceed $193,000

At the time of their acceptance into the Centre, these disabled individuals and their 89 dependents were sapping public funds at the rate of about $52,000 annually. Following rehabilitation, their total annual earnings are now estimated to exceed $193,000.

During their rehabilitation, 70 of these individuals were given counselling, and 78 received one or more kinds of treatment services — medical, psychological, physiotherapy, and occupational and speech therapy. Artificial limbs, braces, wheelchairs or other devices were supplied to 18 persons.

Statistics are not yet available for those whose rehabilitation was not completed at the end of the fiscal year, or for those who had been referred from the Centre for further vocational training. These will be reported when the individuals are finally re-established in their jobs.

The Centre also provided treatment to many who did not require the specialized services of vocational rehabilitation because their vocational life was not threatened, but who did require one or more of the services of the Centre in order to be restored to maximum functioning after illness or injury.

The new Centre, costing $3,000,000, was made possible by an anonymous benefactor who donated half the cost. The balance of the funds required was obtained through federal and provincial grants. With the enlarged and improved facilities available, Miss Evelyn Tipson, Executive Director, and her staff anticipate a year of growth and increased opportunity to serve the handicapped in the Montreal area.

Joint Consultation At Corner Brook

Labour-Management
Consultation Branch

Participants in Newfoundland's first labour-management conference were almost unanimous in their approach to the troublesome question of employee-employer communication. They agreed that it warranted further attention.

The 150 delegates to the one-day conference at Corner Brook on November 9 gave overwhelming support to a resolution calling for continuing discussions geared to keep alive the spirit of the conference. Although the theme of the conference was labour-management communication in general, first emphasis was brought to bear on what such communication means to people living in the same community.

The resolution, proposed by a union executive officer and seconded by the vice-president of a transport company, called for establishment of a study group to continue discussions relating the conference theme to the local situation. The resolution acknowledged "a great need" for comprehensive communication in this field.

Combined Effort

The keynote speaker, Prof. C. Roy Brookbank of Dalhousie University, Halifax, set the tone of the conference when he said that a community can only control its own problems by combined effort. He asked the delegates to decide first what goals they must achieve, and then to create the organization to attain these objectives.

He said that the people of a labour-management community like Corner Brook would be doing themselves a favour by banding together to look after their own interests, especially when dealing with complex problems triggered from outside the community.

"If you're going to be able to recoil and come back fighting, you've got to be in communication with other people on your team," he said. "And that means you've got to be organized."

The conference, which lasted 12 hours, incorporated three speeches, a 90-minute session of workshop discussion groups involving all delegates, a panel discussion, and a dialogue between a union leader and an industrial relations officer on "Preparations for Automation."

Attendance was 40 per cent from management and 36 per cent from labour, and the remainder represented universities, the church, and three levels of government.

Labour Minister John R. Nicholson was unable to attend the conference to deliver his speech personally, because the plane which was to have brought him here from Charlottetown, PEI, was grounded by bad weather. His speech, which was read to the conference by Kenneth P. De Witt, Assistant Director of the Department's Labour-Management Consultation Branch, asked the delegates to accept two principles that underpin constructive joint consultation.

Mr. Nicholson asked unionists to respect management's "responsibility" to operate an efficient and profitable enterprise. "It is doing no one a service to imply that profit is a bad word," he said. And he asked employers to accept, "without reservations," the principle of unionism. Unions, he pointed out, are "an essential element of a democratic industrial society."

The Minister's speech went on to stress the unique opportunities found in labour-management consultation. Unlike bargaining, parties can discuss an issue without being pressured to take a firm stand or make on-the-spot decisions and without having to justify themselves publicly, he said.

Create the Climate

Newfoundland's Labour Minister, W. J. Keough, gave full support to the theme of the conference. Mr. Keough emphasized that the facilities of his Department are available to help "create the climate" for worthwhile consultation. He made it clear, though, that labour and management — and not government — must take the first step.

If unions and employers in industries under provincial jurisdiction ask for assistance, Mr. Keough promised, his Department was prepared to convene labour-management meetings.

After the afternoon panel discussion, the moderator, Prof. Brookbank, posed the key question to the delegates: "What do you propose to do in Corner Brook?"

The reply came in the form of a resolution, proposed by Wilson Russell, President of the Corner Brook Labour Council, and seconded by Walter Murphy, Murphy's Transport Ltd.

The resolution asked the Corner Brook Inter-faith Social Action Committee, which had co-ordinated the conference, to convene a meeting of representatives of labour, management, the civic administration and other groups in the community.

The 150 delegates were divided into groups of 10 for the workshop sessions. Each group was led by a chairman in free discussion on the topic of labour-management communication. Discussion notes were taken by 15 first-year university students studying at Regina High School, an affiliate of St. Francis Xavier University. The reports by the students will help guide the study group created by the conference.

Rev. W. J. Baker, the conference organizer, observed toward the end of the day that "Corner Brook could easily be the starting point for a program of joint consultation across the Province."

Placing Older Workers

Older Workers' Section
Department of Manpower
and Immigration

*Promoting the Placement of Older Workers** opens with an outline of the problems of the older worker, and subsequent chapters delineate the various techniques adopted to overcome these problems and help the older worker to remain a fully integrated, functioning member of society.

Chapter 1, "The Recovery of Wasted Abilities," summarizes the reasons for keeping older people in the work force:

- they are a source of potentially valuable manpower;
- their employment increases buying power;
- their employment augments tax revenue and reduces expenditure on public assistance and welfare;
- the taxes they pay reduce the tax burden on workers in younger groups;
- their productive participation reduces the pressure on young people to curtail their education and enter the work force;
- their employment brings greater happiness and a sense of achievement to them and their families.

The hard-to-place older job-seeker will fit into one of six categories, according to the Organization for Economic Co-operation and Development study: a large proportion are victims of prejudice; some are workers in declining industries, or in areas of industrial decline; others have obsolescent skills; some are poorly educated; some are hampered by attitudinal problems; and others suffer from a combination of these handicaps. Because "the older person who cannot find work is largely the victim of circumstances," most efforts to help him will mitigate conditions only too likely to affect, in the future, many who are now in the prime age group, or still under training.

Both short- and long-term remedies are advocated. Placement techniques must be developed and concentrated where they are needed most. Long-term remedies include better educational standards, continuous retraining, job redesign and the elimination of prejudice.

The remaining chapters of the book discuss the range of techniques that can be utilized to help the older worker.

Chapters 2 and 3 explore the best ways of conducting effective publicity and educational programs on behalf of older workers. The basic problem to be overcome is seen as follows: "Surveys in both North America and Western European countries show that employment staff's opinion is overwhelmingly in favour of offering older job applicants special help only as and when they fail to find suitable work through normal placement services.

The normal services of a counsellor are seen as the initial interview, referrals and order-taking. Indications that appear during the course of the interview, and that might point to the need for special services, include the following:

- appearance or attitude likely to handicap;
- serious discouragement;
- unrealistic job demands;
- evidence that the applicant's last job imposed excessive physical demands;
- evidence of special difficulty in getting or holding a job;
- no obvious reason for applicant's present unemployment;
- unmarketable specialized experience;
- rusty skills;
- not successfully placed after several referrals;
- referred by another agency because of difficulty in finding work.

When it is deemed that special services are needed, these should include counselling, testing, training or retraining. "But it is the counsellor's task to guide the client in selecting these services and to help him in drafting the plan that should realize his working capacity," the authors state.

"Counselling is crucial to the task of increasing the older job applicant's employability. It is from the counselling interview that the information is principally derived, on which the counsellor can advise on training and special services and a new vocational program for the future."

Counselling, both individual and group, is discussed in considerable depth in Chapter 4, covering such topics as the purpose of counselling, the qualities required of a counsellor, the work of the counsellor, staff clinics, the conduct of the interview, aids to counselling, and the relationship of group to individual counselling.

Chapter 5 demonstrates how, following the collection of information by counselling, the counsellor and client can draw up a vocational plan, with methods of follow-up and evaluation. The first step is testing — types of tests, potential use of tests, choosing a fair test, administering the test fairly, and interpreting the test fairly — followed by medical examination, and other special services including vocational rehabilitation, and social services. Once this information has been obtained, the vocational plan is prepared and the points to be considered are listed.

Chapter 6 discusses training and retraining, emphasizing the resistance of older people to training, and ways of overcoming this resistance. It includes information on the upgrading of basic education, and closes with some examples of successful training programs.

Chapter 7 states that "The corollary to increasing the employability of the older job seeker is encouraging the employer to offer him work. There are several aspects to this task." These include gathering information, job analysis, job reallocation, job redesign, encouraging geographical mobility, part-time work, and permanent substitute employment.

*This book is No. 4 in the series, "Employment of Older Workers," published by the Organization for Economic Co-operation and Development, Paris, and may be obtained for $2.30 prepaid from the Queen's Printer, Ottawa, or any Canadian Government Bookstore.

Women's Bureau

U.N. Declaration Recogn

On November 7, 1967 the United Nations General Assembly unanimously adopted the Declaration on the Elimination of Discrimination Against Women. The draft declaration was submitted by the Assembly's Third Committee (Social, Humanitarian and Cultural), which had unanimously adopted it on October 16.

The Declaration states that discrimination against women is fundamentally unjust and constitutes an offence against human dignity. Consisting of a preamble and 11 articles, the Declaration outlines the principles of equal rights for women with men, and calls on governments, non-governmental organizations and individuals to work for their implementation.

The U.N. Commission on the Status of Women, at the request of the 18th session of the General Assembly, had prepared in early 1966 a draft declaration concerning discrimination against women. The Economic and Social Council (ECOSOC) transmitted the draft to the 21st session of the General Assembly. Unable, because of lack of time, to give substantive consideration to draft declaration, the 21st session referred it back to the Commission on the Status of Women with a request to redraft it, taking into account the various amendments that had been proposed. The Commission on the Status of Women forwarded a redrafted declaration to ECOSOC, which forward the new draft to the General Assembly. The 21st General Assembly session requested the 22nd session to consider the

UNITED NATIONS
GENERAL
ASSEMBLY

Declaration o

Preamble

THE *General Assembly*,

Considering that the peoples of the United Nations have, in the Charter, reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women;

Considering that the Universal Declaration of Human Rights asserts the principle of non-discrimination and proclaims that all human beings are born free and equal in dignity and rights, and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including any distinction as to sex;

Taking into account the resolutions, declarations, conventions and recommendations of the United Nations and the specialized agencies designed to eliminate all forms of discrimination and to promote equal rights for men and women;

Concerned that, despite the Charter of the United Nations, the Universal Declaration of Human Rights, the International Covenants on Human Rights and other instruments of the United Nations and the specialized agencies, and despite the progress made in the matter of equality of rights, there continues to exist considerable discrimination against women;

Considering that discrimination against women is incompatible with human dignity, and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries, and is an obstacle to the full development of the potentialities of women in the service of their countries and of humanity;

Bearing in mind the great contribution made by women to social, political, economic and cultural life and the part they play in the family and particularly in the rearing of children;

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields;

Considering that it is necessary to ensure the universal recognition in law and in fact of the principle of equality of men and women;

Solemnly proclaims this Declaration:

Article 1

Discrimination against women, denying or limiting as it does their equality of rights with men, is fundamentally unjust and constitutes an offence against human dignity.

Article 2

All appropriate measures shall be taken to abolish existing laws, customs, regulations and practices which are discriminatory against women, and to establish adequate legal protection for equal rights of men and women, in particular:

(*a*) The principle of equality of rights shall be embodied in the constitution or otherwise guaranteed by law;

(b) The international instruments of the United Nations and the specialized agencies relating to the elimination of discrimination against women shall be ratified or acceded to and fully implemented as soon as practicable.

Article 3

All appropriate measures shall be taken to educate public opinion and direct national aspirations toward the eradication of prejudice and the abolition of customary and all other practices which are based on the idea of the inferiority of women.

Article 4

All appropriate measures shall be taken to ensure to women on equal terms with men without any discrimination:

(*a*) The right to vote in all elections and be eligible for election to all publicly elected bodies;

(*b*) The right to vote in all public referenda;

(*c*) The right to hold public office and to exercise all public functions. Such rights shall be guaranteed by legislation.

Article 5

Women shall have the same rights as men to acquire, change or retain their nationality. Marriage to an alien shall not automatically affect the nationality of the wife either by rendering her stateless or by forcing upon her the nationality of her husband.

Article 6

1. Without prejudice to the safeguarding of the unity and the harmony of the family, which remains the basic unit of any society, all appropriate measures, particularly legislative measures, shall be taken to ensure to women, married or unmarried, equal rights with men in the field of civil law, and in particular:

s Women's Equal Rights

draft a matter of priority, and it was the 22nd session that unanimously adopted it.

Clause-by-clause discussions last fall resulted in a consensus, strongly supported by Canada, that the draft declaration was fundamentally sound, and that any amendments should alter only the wording rather than its substance. Consequently, many of the proposed amendments were withdrawn in a spirit of co-operation and conciliation. Apart from lengthy debate on Art. 6, dealing with women in their familial and social context, and Art. 10, concerning the economic rights of women, the draft was adopted by the Third Committee with comparatively little difficulty. The letter of the Declaration was improved and the spirit was left unaltered.

The Declaration is an exhortation rather than a binding commitment to make legislative changes. Many of the articles in the Declaration deal with matters within provincial jurisdiction, and consultations with the provinces on these matters will have to be undertaken. In addition, the Canadian Government has established a Royal Commission on the Status of Women, which, in its study of all aspects of women's status in Canada, will examine discrimination against women.

Mrs. Sally Merchant was spokesman for the Canadian delegation on the Third Committee. Sixty-three women delegates are sitting this year on the main committees of the U.N. General Assembly. The largest number come from the West: 30 from Latin America, Western Europe and the British Commonwealth. The African delegates number 13; envoys from the Communist bloc, 10. Seven are from Asian countries, one from Israel, one from Iraq and one from Morocco.

e Elimination of Discrimination Against Women

(*a*) The right to acquire, administer, enjoy, dispose of and inherit property, including property acquired during the marriage;

(*b*) The right to equality in legal capacity and the exercise thereof;

(*c*) The same rights as men with regard to the law on the movement of persons.

2. All appropriate measures shall be taken to ensure the principle of equality of status of the husband and wife, and in particular:

(*a*) Women shall have the same right as men to free choice of a spouse and to enter into marriage only with their free and full consent;

(*b*) Women shall have equal rights with men during marriage and at its dissolution. In all cases, the interest of the children shall be paramount;

(*c*) Parents shall have equal rights and duties in matters relating to their children. In all cases, the interest of the children shall be paramount.

3. Child marriage and the betrothal of young girls before puberty shall be prohibited, and effective action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

Article 7

All provisions of penal codes which constitute discrimination against women shall be repealed.

Article 8

All appropriate measures, including legislation, shall be taken to combat all forms of traffic in women and exploitation of prostitution of women.

Article 9

All appropriate measures shall be taken to ensure to girls and women, married or unmarried, equal rights with men in education at all levels, and in particular:

(*a*) Equal conditions of access to, and study in, educational institutions of all types, including universities, and vocational, technical and professional schools;

(*b*) The same choice of curricula, the same examinations, teaching staff with qualifications of the same standard, and school premises and equipment of the same quality, whether the institutions are co-educational or not;

(*c*) Equal opportunities to benefit from scholarships and other study grants;

(*d*) Equal opportunities for access to programmes of continuing education, including adult literacy programmes;

(*e*) Access to educational information to help in ensuring the health and well-being of families.

Article 10

1. All appropriate measures shall be taken to ensure to women, married or unmarried, equal rights with men in the field of economic and social life, and in particular:

(*a*) The right, without discrimination on grounds of marital status or any other grounds, to receive vocational training, to work, to free choice of profession and employment, and to professional and vocational advancement;

(*b*) The right to equal remuneration with men and to equality of treatment in respect of work of equal value;

(*c*) The right to leave with pay, retirement privileges and provision for security in respect of unemployment, sickness, old age or other incapacity to work;

(*d*) The right to receive family allowances on equal terms with men.

2. In order to prevent discrimination against women on account of marriage or maternity, and to ensure their effective right to work, measures shall be taken to prevent their dismissal in the event of marriage or maternity, and to provide paid maternity leave with the guarantee of returning to former employment, and to provide the necessary social services, including child-care facilities.

3. Measures taken to protect women in certain types of work, for reasons inherent in their physical nature, shall not be regarded as discriminatory.

Article 11

1. The principle of equality of rights of men and women demands implementation in all States in accordance with the principles of the Charter of the United Nations and of the Universal Declaration of Human Rights.

2. Governments, non-governmental organizations and individuals are urged, therefore, to do all in their power to promote the implementation of the principles contained in this Declaration.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during November. It granted four applications for certification, rejected two, and denied a request for review of an earlier decision. During the month, the Board received nine applications for certification, and two applications for revocation of previous certifications, and permitted the withdrawal of three applications for certification.

Applications for Certification Granted

1. AM/TV Employees' Association on behalf of a unit of employees in the News, Radio and Television Divisions of A. A. Murphy & Sons Limited, Saskatoon, Sask. (L.G., Dec. 1967, p. 753.).

2. Beverage Dispensers' & Culinary Workers' Union, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union on behalf of a unit of catering employees of Cordner, Hubert, & Bond Limited, Montreal, Que., employed at Clinton Creek, Y.T. (L.G., Dec. 1967, p. 753).

3. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of McKee Moving and Storage Co. Ltd., Saskatoon, Sask. (L.G., Jan., p. 38). Employees of McKee Moving and Storage Co. Ltd., engaged in heavy drayage operations are not included in the bargaining unit.

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Fownes Construction Co. Ltd., North Vancouver, B.C., employed in the installation of water pipes at the Porter Creek subdivision, Mile 921, Alaska Highway, Y.T. (L.G., Jan., p. 38).

Applications for Certification Rejected

1. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Kraus Transport Limited, Toronto, Ont., respondent, and Ronald H. Brown, *et al.*, interveners (L.G., Jan., p. 37). The application was rejected because it was not supported by a majority of the employees in the representation vote conducted by the Board.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Sicotte Transports Ltd., Montreal, Que., respondent (L.G., Dec. 1967, p. 753). The application was rejected after permission for its withdrawal was denied the applicant.

Request for Review Denied

The Board denied a request received from *Syndicat des Employés de Bureau du Port de Montréal* (*CSN*) (National Syndicate of the Port of Montreal Office Employees (CNTU)) seeking a review of the Board's decision of July 17, 1967, which certified the syndicate as the bargaining agent for a unit of employees of the National Harbours Board, Ottawa, Ont., employed as office and staff employees in the Port of Montreal. The Board denied the request for a hearing on the grounds that there had been full opportunity for the applicant to present evidence and argument at the hearing in the application of certification held on April 12 and May 10, 1967 (L.G., Oct. 1967, p. 642).

Application for Certification Received

1. United Steelworkers of America, Local Union 1037, on behalf of a unit of employees of Mount Nansen Mines Limited, Vancouver, B.C., employed at Carmacks, Y.T. (Investigating Officer: D. H. Cameron).

2. Airwest Employees' Association on behalf of a unit of employees of AirWest Airlines Ltd., Vancouver Airport, B.C. (Investigating Officer: D. H. Cameron).

3. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, helpers and mechanics employed by Quirion Transport Inc., La Guadeloupe, Que. (Investigating Officer: G. R. Doucet).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail drivers employed by John A. Snow, Willowdale, Ont. (Investigating Officer: H. A. Fisher).

5. United Steelworkers of America, Local Union No. 564, on behalf of a unit of employees of Cassiar Asbestos Corporation, Clinton Creek, Y.T. (Investigating Officer: C. M. Gilmour).

6. Canadian Brotherhood of Railway,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Transport and General Workers on behalf of a unit of unlicensed personnel employed by Elsie Towing Service Limited, North Vancouver, B.C. (Investigating Officer: D. H. Cameron).

7. American Federation of Grain Millers, Local 210, on behalf of a unit of employees of The Ogilvie Flour Mills Company Limited, Midland, Ont. (Investigating Officer: H. A. Fisher).

8. Canadian Union of Public Employees on behalf of a unit of certain production employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

9. National Association of Broadcast Employees and Technicians on behalf of a unit of certain production and technical employees employed by the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Applications for Revocation Received

1. Irvin Knox, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer. The application is for the revocation of the Board's order of December 19, 1966, certifying the respondent union as bargaining agent for a unit of truck drivers employed by Veteran Transfer Ltd. (L.G., March 1967, p. 190).

2. Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (formerly International Union, United Automobile, Aircraft and Agricultural Implement Workers of America), respondent union. The application is for the revocation of the Board's order of January 14, 1957, certifying the respondent union as the bargaining agent for a unit of office and sales employees of the British Overseas Airways Corporation employed at Montreal and Dorval, Que. (L.G. 1957, p. 310).

Application for Certification Withdrawn

1. Federation of Telephone Workers of British Columbia, applicant, and Canadian Telephone and Supplies Limited, Burnaby, B.C., respondent (L.G., Oct. 1967, p. 643).

2. Shaft & Development Workers, Local 1037, International Union of Mine, Mill and Smelter Workers (Canada), applicant, and Mount Nansen Mines Limited, Vancouver, B.C., respondent (employees at Carmacks, Y.T.) (L.G., Nov. 1967, p. 698).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Pettapiece Cartage Limited, Leamington, Ont., respondent, and Stanley Thorpe, *et al.*, interveners (L.G., Jan., p. 38).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available, upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Harm Geert Buiter elected ICFTU General Secretary

Harm Geert Buiter was elected General Secretary of the International Confederation of Free Trade Unions at the 43rd session of the Executive Board of the organization, held in Brussels from October 4 to 6. The new General Secretary succeeds Omer Becu, who retired last spring because of poor health, after a short term of office.

Mr. Buiter had been General Secretary of the European Trade Union Secretariat of the ICFTU member organizations in the six countries of the European Economic Community since 1958. He was born in The Netherlands in 1922. He played an active part in the socialist youth movement, and became chairman of the socialist students union of the University of Amsterdam, where he took a degree in economics.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During November, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. McAllister Towing Ltd., Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: R. L. Fournier).

2. Montreal City and District Savings Bank, and The Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: C. E. Poirier).

3. Active Cartage Limited, Fort Erie, Ont., and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

4. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (Conciliation Officer: C. E. Poirier).

5. St. Charles Transportation Company Limited, Quebec, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian Pacific Air Lines Limited, Vancouver, B.C., and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: C. M. Gilmour) (L.G., Jan., p. 39).

2. Nordair Limited, Montreal, Que., and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 39).

3. *Aeronaves de Mexico, S.A.*, (Toronto and Montreal Offices), and International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae) (L.G., Dec. 1967, p. 754).

4. Aero Caterers Ltd., Halifax International Airport, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane) (L.G., Jan., p. 39).

5. Canadian Lake Carriers' Association, Montreal, and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1967, p. 698).

6. Canadian Pacific Air Lines Ltd., Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. S. Tysoe) (L.G., Nov. 1967, p. 698).

Conciliation Boards Appointed

1. Robin Hood Flour Mills, Ltd., Port Colborne, Ont., and United Packinghouse, Food and Allied Workers, Local 416 (plant employees) (L.G., Dec. 1967, p. 754).

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland), and Brotherhood of Locomotive Firemen and Enginemen (no conciliation officer previously appointed).

3. Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Jan., p. 39).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Jan., p. 39) was fully constituted in November with the appointment of George A. Keates, Winnipeg, as Chairman. Mr. Keates was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Henry B. Monk, Q.C., and union nominee W. Steward Martin, Q.C., both of Winnipeg.

Board Report Received*

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L.G., Jan., p. 39).

Settlement After Board Procedure*

Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (L.G., Dec. 1967, p. 754).

Strike Action

McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1967, p. 699).

Settlements After Strike Action

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L.G., Jan., p. 39).

2. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L.G., Dec. 1967, p. 754).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full texts published in L.G. Supplement No. 9, 1967.

Legal Decisions Affecting Labour

The Quebec Court of Queen's Bench has ruled that *quo warranto* is not a proper remedy to contest the election of the officers of the Seafarer's International Union of Canada.

The British Columbia Supreme Court has imposed a fine on a union, and imprisonment on union officials for contempt of court.

Legislation Branch

On May 17, 1967, the Quebec Court of Queen's Bench had upheld the decision of Mr. Justice Lafleur of the Quebec Superior Court (September 8, 1965) to the effect that the prerogative writ of *quo warranto* was not a proper remedy to challenge the election of the officers of the Seafarers' International Union of Canada.

The Court held that it was for the Board of Trustees of the Maritime Transportation Unions, created under the Maritime Transportation Unions Trustees Act, to determine whether the officers of a union put under trusteeship were competent and duly elected before giving back to them the control of the union. The writ of *quo warranto* could be used to contest an election only in a situation where no other remedy was provided by the law. In the case at bar, however, a defeated candidate for the presidency of the union could submit his grievance to the Board of Trustees, which has all the powers to remedy the situation when necessary.

Circumstances of Dispute

An application for a writ of *quo warranto* was made by the appellant (and applicant), Turcotte, a defeated candidate for the presidency of the Seafarers' International Union of Canada, in order to declare void the election of the president and of 15 other union officers who were elected in various parts of Canada by a ballot held under the supervision of the Board of Trustees of the Maritime Transportation Unions between September 15 and November 15, 1964.

In his request, the appellant maintained that the election was vitiated by threats, intimidation and illegal votes. The Court below rejected the application on the grounds that the applicant had other remedies at his disposal. Specifically, he could have submitted the grievances to the Board of Trustees, which had all the necessary powers to remedy the situation; and, in the absence of any action on the part of the Board, the applicant could have brought an action in the Exchequer Court, the only tribunal authorized to hear any request for mandamus or injunction regarding any action or omission on the part of the Board of Trustees (Sec. 15 of the Trustees Act).

Further, in the opinion of the Superior Court, none of the alleged irregularities were attributed to the officers elected, and the Court ruled that the applicant did not establish any *prima facie* evidence that would justify the granting of the writ of *quo warranto*. The ruling of the Superior Court was appealed.

Mr. Justice Choquette, who rendered the decision of the Court of Queen's Bench, upheld the ruling of Mr. Justice Lafleur for the following reasons:

By enacting the Maritime Transportation Unions Trustees Act in October 1963, the Parliament of Canada placed under trusteeship the Maritime Transportation Unions for the purpose, among others, "to enable the seamen of Canada to assume by peaceful means the democratic management and control of their labour organizations."

Powers of the Board of Trustees

For this purpose, the Act established a Board of Trustees empowered to "manage and control each of the maritime unions and do all things necessary or advisable for the return of the management and control of each of the maritime unions to duly elected and responsible officers of such unions at the earliest date consistent with the national and public interests of Canada" (Sec. 7(1)). The same statute authorized the trustees to "remove or suspend any officer or employee of a maritime union and appoint during pleasure officers and employees of such maritime union" (Sec. 7(2) (d)).

The result of these provisions was that Parliament entrusted the Board of Trustees with the task of determining whether the officers of a union had been "duly

elected and responsible" before giving back to them the management and control of a union, and this power of the Board would come to an end only with the expiry of the Trustees Act.

It is obvious that, for these reasons, the Board of Trustees supervised the conduct of the elections in question, and apparently considered the elections valid.

If the plaintiff had shown the Board of Trustees that irregularities did take place and thereby falsified the results of these elections, the Board of Trustees, in the opinion of Mr. Justice Choquette, thus had power to revoke or suspend the elected officers, to replace them temporarily, and to retain or resume the management and control of the union in question while waiting for the new officers, or the same officers, to be "duly elected."

Quo Warranto not Justifiable

The applicant had done nothing in this respect. He ignored entirely the Board of Trustees and applied directly to the Superior Court. Considering this attitude, it seemed to Mr. Justice Choquette that the Board of Trustees was justified to make the following declaration:

> By this present proceeding, petitioner tends to circumvent the purposes of the Act 12 Eliz. II, ch. 17, and to by-pass the machinery created by Parliament for dealing with the situation in the maritime transportation unions. If it were to be permitted for every seaman in every jurisdiction throughout Canada to take a prerogative writ before the courts of superior jurisdiction in the various provinces, and thereby to by-pass the trustees, the work of the trustees would become impossible and the intentions of Parliament and the purposes of the Act would be frustrated.

Mr. Justice Choquette added that *quo warranto* could not be used as a means to contest an election, except in the case where the legislation did not provide any remedy.

Appeal Dismissed

The Court of Queen's Bench upheld unanimously the judgment of the Court below and refused the application for a writ of *quo warranto*.

Turcotte v. McLaughlin et Autres et Seafarers' International Union of Canada et Autres, (1967) R.J.B.R. No. 8, p. 739.

B.C. SUPREME COURT

On June 19, 1967, Mr. Justice Dohm of the British Columbia Supreme Court, in proceedings for contempt of court, had held the United Fishermen and Allied Workers' Union and its executive board guilty of such contempt on the evidence that the union acting through its officers, while aware that contempt proceedings might follow, took steps to hold a vote of the union members on the question whether or not the union should obey a court order. The Court held such an action a gross contempt of court and fined the union $25,000 and sentenced each of the accused union officers to 12 months imprisonment.

Elements of Contempt

In his reasons for judgment, Mr. Justice Dohm referred to the documentary and verbal evidence which proved that the United Fishermen and Allied Workers' Union, acting through its executive board, consisting of the president of the union, secretary-treasurer and business agent, proceeded to hold a vote of the members of the union on the question of whether or not the union should obey a court order. The accused published also statements and comments that showed a gross and contemptuous interference with the administration of justice in the Province of British Columbia. Mr. Justice Dohm mentioned some of these statements, such as: "Judge or no judge"; "No one person can order the union"; "He can send out 7,000 injunctions." In the opinion of Mr. Justice Dohm, such action was a planned flouting of the Court's authority.

The union and its executive officers were asked to show cause why they should not be committed for this contempt of court, but no cause had been shown and no answer of any kind had been given by the union or its officers for this challenging attitude to the Court.

Mr. Justice Dohm stated that the executive of the union attempted to put the union ahead of the Court by voting whether or not the Court's order should be obeyed, and if allowed, this action would result in chaos. Further, Mr. Justice Dohm added:

> The court order is law until set aside or varied by the courts. The people, through their elected representatives, make the law. The courts, as public servants, enforce the law of the land. No individual, corporation or union can change the law by defying the courts in the execution of their duty.

Canadian Bill of Rights

In answering the argument about the Canadian Bill of Rights, 1960, c. 44, Mr. Justice Dohm pointed out that the elected representatives of the majority of the people of Canada in Parliament reaffirmed in the Canadian Bill of Rights that the freedom of all people and institutions (including unions) is based on the fundamental principle that such freedom is founded on a respect for the rule of law.

After stating that there can be no rights without duties, Mr. Justice Dohm noted that Mr. Justice Tysoe, of the B.C. Court of Appeal, pointed out that the Canadian Bill of Rights emphasizes that all persons in Canada "stand on an equal footing" under the law in Canada. This also means that all individuals, corporations and unions must have a respect for the rule of law.

The evidence indicated also that the union and its executive officers, by using in their activities the words "Contempt next?" had anticipated a contempt proceeding to be taken against them. This would indicate that their course of action was deliberate, and that they knew it was in contempt of court.

According to Mr. Justice Dohm, the illegal actions of the union executive officers brought their own union into disrepute, and were detrimental to the rank and file members, the majority of whom are law-abiding citizens. In the opinion of Mr. Justice Dohm, the voting on whether or not to obey a court order was a most serious interference with the administration of justice, and was calculated to deprive the Court of the power of administering justice. Consequently, it was the duty of the Court to take this action of contempt of court against those involved.

Mr. Justice Dohm noted that no apology to either the public, who are interested in the fair administration of justice, or to the Court had been expressed by the union or its officials. This constituted a contempt criminal in nature and by its incidents.

Fine and Prison Terms

Consequently, Mr. Justice Dohm found the United Fishermen and Allied Workers' Union guilty of contempt of court. He also found the three executive officers of the union guilty of contempt of court.

Regarding the penalties, Mr. Justice Dohm stated that the sentences imposed in Canada up to date for contempt of court did not seem to have a deterrent effect. Being concerned with the deterrent effect of sentences, and considering that in his view the situation at bar constituted a gross contempt of court, Mr. Justice Dohm imposed on the United Fishermen and Allied Workers' Union a fine of $25,000, to be levied on its goods and chattels and assets, and payable forthwith. Further, he sentenced the president of the union, the secretary-treasurer and the business agent, each of them, to imprisonment for a term of 12 months.

Regina v. United Fishermen and Allied Workers' Union, Stavenes, Stevens and Nichol (1967) 60 WWR, Part 11, p. 698; 67 CLLC, para. 14, 058.

Decision of the Umpire Under the Unemployment Insurance Act

CUB 2702

The claimant filed an initial application for benefit on July 7, 1966. He stated that he had last worked as a storekeeper for a maritime and railway terminal at $3.19 an hour, from July 29, 1957 to July 2, 1966, when his employment terminated for the following reasons:

> I was forced to stop working because of the picket line set up . . . at the five entrances leading to our place of work. I completed my shift at 4 o'clock. I was employed in the Dock Terminal department. I am not a member of the union concerned; I belong to the United Steelworkers. I shall return to work as soon as the strike is over.

A Steelworkers local represented all hourly paid employees engaged in production and maintenance at the terminal, except students and other employees excluded under the provisions of the Quebec Labour Relations Act. The collective agreement covering these employees expired on October 23, 1965. Negotiations for a new collective agreement had been under way since then between the employer and the union, but had not reached the conciliation stage when the work stoppage occurred.

The strike was called over working conditions by members of the International Association of Machinists who represented the employees of the railway company using the terminal, and it was they who set up picket lines. Once the lines were established employees of both the railway and the company operating the terminal failed to report for work, for a period lasting 16 days. The grounds and buildings at the terminal are regularly shared by both railway and terminal employees.

According to an IAM spokesman, crossing the picket lines might have been embarrassing for the terminal employees represented by the Steelworkers, for he admitted that, although there was no violence, employees were asked not to go in. If some had insisted on going in, threats could have been made by some of the persons on the picket line. The IAM had issued the following instructions to the pickets of the railway employees:

> 1. Employers, office workers and foremen are entitled to report for work.
> 2. The members of the press are entitled to see management at any time.
> 3. No passes will be issued to the groups mentioned in 1 and 2 above.
> 4. Passes will be issued to members of the unions involved when necessary to allow some of our members to cross the picket line to perform essential services.

The 325 administrative staff employees serving the terminal were not prevented from crossing the picket line and all remained at work. The 300-odd terminal production workers, however, either did not report for work or did not continue working after the picket lines were assembled.

A management spokesman for the terminal affirmed that the employer had not closed the gates and had not declared a lockout, and that, in addition, he had not told his employees not to report for work. On the contrary, the employer asked the night-shift workers, whose shift ended at 8 a.m., to finish loading a ship, but they refused to continue. All operations relating to ship loading and unloading, ore receiving and stockpiling at the maritime and railway terminal were thus at a complete standstill.

The dispute that existed between the railway and the Machinists was settled on July 21, 1966, work resumed on July 22, and the 300-odd employees of the terminal returned to work as soon as the IAM picket line was removed on July 22. Normal production was restored on this date.

Shortly thereafter, the insurance officer informed the claimant that he was disqualified from benefit as of July 6, 1966 because he had lost his employment through a work stoppage at his place of work (Section 63 of the Act).

The claimant then appealed to the Board of Referees. The regional co-ordinator of the United Steelworkers of America, outlined the grounds for the claimant's appeal as follows:

> 1. None of these claimants [the claimant and his fellow employees at the terminal] participated directly in the labour dispute. The dispute opposed the International Association of Machinists and the . . . railway. [The claimants] are members of the United Steelworkers of America and the [terminal which] is their employer. Negotiations between the Steelworkers and the [terminal company] were under way (one meeting even took place during the Machinists' strike), and this local had not even requested the services of a conciliator under the provisions of the Labour Code. However, they were prevented from reporting for work by a very strong picket line on the first morning, and by continued surveillance throughout the duration of the strike. They had good reasons to believe that should they, at any time, have forced the picket lines, serious trouble would have ensued, and they were even justified in fearing for their own safety and that of their families. They therefore refrained from forcing the picket line, but they did not, themselves, take part in the strike. Furthermore, even the foremen told them that, if there was a picket line, they would not be expected to cross it.
>
> 2. None of these members financed the dispute in any way whatsoever.
>
> 3. All union members across the country are indirectly interested in the labour dispute, in one way or another. However, in the present case, it may not be said that the claimants were directly interested, as the dispute involved another employer and another union.
>
> 4. Among the [terminal] employees, "no member" of the grade or class of workers to which the claimants belonged took part in the dispute, financed it, or was directly interested in it. . . . The only workers on strike at that time . . . were those at the mines. . . . This could not prevent work from being available for our group, as there were several million tons of ore stockpiled in the yard. . . .

A subsequent statement by the insurance officer to the Board of Referees reads as follows:

> When the claimant lost his employment because of the dispute which existed at his place of employment,

there was still work available for him, and for all the other workers employed at the same place. [The Act states:] "An insured person may not receive benefits if he has lost his employment by reason of a stoppage of work attributable to a labour dispute at the place at which he is employed."

It has been shown that the [terminal] employees were not directly interested in the outcome of the dispute. However, they became participants in it as their failure to make any serious attempt to cross the picket lines amounted, under the circumstances, to a positive and voluntary act of participation which strenghtened the cause of the strikers (CUB 1109) (L.G. 1955, p. 334).

It has been alleged that the [terminal] employees who chose not to cross the picket line at the place where the [railway] employees were on strike did so through fear of violence.

If the fear of violence did exist in the minds of the workers, it was not justifiable, as there was no sign that physical force was being used to prevent workers from reporting for work or from continuing to work.

The Board of Referees heard the appeal and unanimously decided to confirm the disqualification from benefit imposed by the insurance officer. Its decision reads, in part, as follows:

The Facts

The claimant is a member of the United Steelworkers of America, which represents the hourly paid employees of the [terminal company].

The employees of the [railway] are members of the International Association of Machinists.

. . . There was a stoppage of work attributable to a dispute between the [railway] and its employees, whose representative, the International Association of Machinists, initiated the strike and in fact, the same day, at 7 a.m., a picket line was set up at the main entrance to the place of unemployment.

In his appeal to the Board of Referees, the claimant alleges that he did not try to return to work through fear that acts of violence would ensue if he attempted to cross the picket line; he also alleges that he was not interested in the dispute, that he was not a member of the union involved, i.e., the International Association of Machinists, and that he did not participate in the strike.

Evidence and Grounds for Decision

Evidence is that, at the time of the work stoppage, not only the International Association of Machinists, but also the United Steelworkers of America, and at least a third labour union, were negotiating new collective agreements with the employers. No employee . . . seriously attempted to cross the picket line to return to work.

The place where the claimant and the other employees covered by the present decision were working, was part of a vast complex, with a main entrance giving access to all parts, while remote secondary entrances gave access to the station, the railway and the dock.

The morning on which the strike began, the witness heard at the hearing . . . himself noted the presence of employees belonging to the United Steelworkers of America among the pickets. To his knowledge, there were no serious attempts on the part of the employees belonging to any of the unions involved to cross the picket line; there were no acts of violence either; no threats were made, and everything went off peacefully; none of the manifestants was armed; all the pickets carried were placards. However, it was impossible to identify the pickets or the employees as belonging to one union or the other. . . .

The Board of Referees concluded that:

• a stoppage of work attributable to a labour dispute occurred at the factory where the claimant was employed;

• the claimant and his union participated and are directly interested in the dispute, because no employee returned to work, no matter which union he belonged to, and because the pickets did not let any union members pass, irrespective of the union or rank or class of workers they belonged to;

• if there had not been at least a tacit understanding between the striking union and the other unions, how could one explain that no other union member attempted to cross the picket line to return to work, or that the pickets refused to let any union members cross the picket line, no matter what type of work they performed or the union to which they belonged;

• the Board was of the opinion that it is not a mere coincidence that when the work stoppage occurred, not only the International Association of Machinists, but also the United Steelworkers and another labour union were negotiating collective agreements with the employers; whether it is admitted or not, the effect of this was to exert, during the bargaining period when all the unions were concerned, undue pressure on the employers;

• as for the grounds alleged by the claimant for refusing to cross the picket line, it would have been easy for him, if he had truly not been interested, or if the unions had not participated in the strike, to present himself at the picket line, to identify himself as belonging to the United Steelworkers, and to return to work;

• the mere presence of a picket line cannot be considered as a threat; for the claimant to be successful in proving this point, he would have to show that threats were made and that he had reasonable and convincing grounds to believe that they would be carried out; and

• furthermore, the burden of proof was on the claimant, and there was cause to apply the legal principles outlined in this respect in a relevant decision of the Umpire, CUB 1906 (L.G. 1962, p. 232).

For these reasons, the Board unanimously decided that the claimant (and the other claimants) had lost his employment by reason of a stoppage of work attributable to a labour dispute.

On January 10, 1967, Local 5569 of the United Steelworkers of America appealed to the Umpire and, on February 20, 1967, the insurance officer submitted a statement of observations.

The Union requested a hearing which the Umpire held at Ottawa, on May 24, 1967. Andy Andras, of the Canadian Labour Congress, represented the union and the Unemployment Insurance Commission was represented by one of its solicitors, Yves Pigeon. Also in attendance were Guy R. Genest, personnel superintendent of the Iron Ore Company of Canada, and Gaetan Ross, Secretary of Local 5569 of the United Steelworkers of America.

Considerations and Conclusions

The Umpire declared that the evidence, which had not been contested, was that the claimant had lost his employment by reason of a work stoppage attributable to a labour dispute at the place where he was employed. Because the relevant section of the Act therefore applied in his case, and as it has been admitted by various persons that neither he nor any member of his rank or class of workers financed the dispute or was directly interested in it, the only question which remained to be decided was the extent of the workers' participation.

The Umpire pointed out that, on the basis of the evidence, and on the jurisprudence established by the Umpire in several earlier decisions, in particular CUB 1906, the Board of Referees had unanimously concluded that the claimant had failed to prove in a satisfactory manner that he and other members of his rank or class of workers had not participated in the labour dispute.

He added that careful examination of all the evidence on file had provided ample proof to justify the conclusions, in fact and in law, of the Board of Referees.

For these reasons, he dismissed the Union's appeal.

Cases Nos. 83 to 88

Canadian Railway Office of Arbitration Releases Decisions in Six Disputes

Six separate disputes, concerning a yardman's claim for overtime, a baggageman's claim for mileage, a spare freight conductor's two claims for deadheading, trainmen's and yardmen's claims for general holiday pay, and two locomotive engineers' claims for 100 miles, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on November 13, 1967.

The arbitrator disallowed the employee's claims in four cases and allowed them in two, ordering that the necessary adjustments be made. Summaries of the six cases, Nos. 83, 84, 85, 86, 87 and 88, follow.

CASE NO. 83

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a yardman's claim for time and a half pay for shift work assigned after his regular work was finished.

A yardman finished his regular shift and was called to work as a foreman on another shift the same day. After completing this second assignment, he went back to his regular assignment the next day. He was paid at pro rata rates for the shift worked as foreman. A claim for time and a half for his regular tour of duty was refused by the company.

The brotherhood stated that the company's refusal was a violation of the first paragraph of an article of the Yard Rules. This article reads: "Except as provided in the second paragraph of this clause, yard foreman or helper assigned to regular shifts who is required to work in excess of eight consecutive hours or who is required to commence work on a second tour of duty within twenty-four hours of the starting time of the preceding shift, paid for at pro rata rate, will be paid for time worked in excess of eight hours continuous service and for the second tour of duty at one and one half times the pro rata rate."

The company claimed that this article did not apply to the yard foreman or helper, who is required to work a second tour of duty in another grade of service within 24 hours of the beginning of the preceding shift. It claimed that the article was referring to work in the same grade of service.

The arbitrator believed that the words "in excess of eight consecutive hours" could be ignored. He said that the paragraph provides that "a yard foreman or helper" required "to commence work on a second tour of duty within 24 hours of the starting time of the preceding shift" is to be paid for the second tour of duty at one and a half times the pro rata rate. He said that there was nothing in the wording of the section to limit the application of the provision to those who have served the previous tour of duty in the same classification.

The arbitrator stated also that the unqualified language used in the first paragraph indicated an understandable agreement for payment for the extra effort involved because of not having 16 hours of freedom after a helper or a foreman has completed one eight-hour tour of duty. "For these reasons the claim must succeed," he said. And he urged that the necessary adjustment be made without delay.

CASE NO. 84

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a baggagemen's claim for mileage to make up a deficit in the monthly guarantee owing to general holidays.

A baggageman submitted claims for mileage for the months of January, May and November, 1966. A general holiday had occurred in each of these months, and he needed a certain number of miles to make up the monthly guarantee of 4,594 miles. General holiday payments were applied against the monthly guarantee, and he was paid an amount equivalent to 150 miles for each holiday.

The brotherhood contended that, in using a general holiday payment to make up a monthly guarantee, the company had violated a section of the agreement that states: "Mileage made by regularly assigned passenger crews other than their regular trips on their assigned runs will not be used to make up their monthly guarantee. Overtime, switching, initial and final terminal time will not be used to make up the monthly guarantee."

They pointed to another clause of the same article, which reads: "Regularly assigned passenger trainmen, who are ready for service the entire month and who do not lay off of their own accord, shall receive not less than the monthly guarantee . . . ."

The brotherhood contended that passenger monthly guarantees are intended to relate to the actual road miles run by passenger trainmen on their regular assigned runs, and that payment for a general holiday did not come within that category.

The company contended that payment for a general holiday is a premium payment in an agreed amount and is not for mileage made by a trainman or crew. To support this reasoning, they quoted a second article of the agreement that clearly specifies that an employee shall be paid "an amount equal to his earnings . . . exclusive of overtime," of the tour of duty, or trip worked prior to holiday, and that this payment is not for the trip but for the general holiday.

The arbitrator believed that the first article cited by the brotherhood spelled out those payments that do not make up the monthly guarantee. No reference was made to holiday pay, he said, and this is a perfect example of the principle that the specific mention of one thing implies the exclusion of another.

He contended that the time to exclude holiday pay from the monthly guarantee was at the time the Memorandum of Agreement concerning holidays was being negotiated. This was not done, he said, and therefore the claim must succeed, and the proper adjustments had to be made.

CASE NO. 85

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen about the claim of a spare freight conductor for payment for deadheading.

This conductor took the place of a regular passenger train conductor on a run from Moose Jaw to Medicine Hat. On completing the run he was told that the regular conductor would be available for the return trip from Medicine Hat to Moose Jaw, and he was required to deadhead back to Moose Jaw.

The trip back to Moose Jaw was through Swift Current, and on the ground that his first deadhead movement was from Medicine Hat to Swift Current, which was the western limit of his promotion territory and the recognized away-

from-home terminal for Moose Jaw crews, the spare conductor claimed the minimum day's payment of eight hours at 12½ miles an hour (total 100 miles) for the trip from Medicine Hat to Swift Current, and payment for another day (100 miles) from Swift Current to Moose Jaw, which was his home terminal. The company rejected the claim and paid him for one day (100 miles), on the ground that the trip from Medicine Hat to Moose Jaw was a continuous one, entitling the conductor to payment for one minimum day only. The actual time required for the trip was 5 hours and 58 minutes.

The relevant article of the agreement relied on by the claimant read, in part, "Trainmen required by the company to deadhead from one terminal to another, irrespective of the manner in which the deadheading is done, shall be paid on the basis of 12½ miles per hour at the through freight rate for the actual time occupied. Time to be calculated from time ordered for until arrival at objective terminal . . . not less than eight hours will be paid . . . ."

The real issue of the dispute was whether, for the purposes of this case, Swift Current was, or was not, to be considered a terminal. The company contended that the conductor was not, on this trip, in unassigned freight service—as it appears he ordinarily was. Therefore, terminals related to crews in such service were not applicable when he deadheaded from Medicine Hat to Moose Jaw, the points between which he had run when relieving in assigned passenger service. These two points were the terminals, designated by bulletin, of the passenger run in question. In relieving the passenger train conductor, the freight conductor took on the conditions applying to the former's assignment, the company said.

In his award the arbitrator said that the term "objective terminal" applied particularly to the words "required by the company to deadhead from one terminal to another." On this occasion, "the company did not require [the conductor] to return to Swift Current. It was only a station through which he passed en route to his prescribed destination, namely Moose Jaw. In other words, he was en route from one terminal, Medicine Hat, to another terminal, Moose Jaw. In my opinion, he was paid properly in accordance with that trip."

The claim was therefore disallowed.

CASE NO. 86

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen about the claims of a spare conductor for payment for deadheading.

The spare conductor was required to deadhead from Calgary to Swift Current to relieve a regular conductor who had booked off on his wayfreight assignment. The spare conductor was working as a brakeman on a mixed train assignment, and as he was the senior qualified conductor not working as such, in accordance with the agreement he was ordered to deadhead to Swift Current to take the place of the regular conductor.

On his deadhead trip, he went through Medicine Hat, and on the ground that Medicine Hat was a home terminal for freight and passenger crews working east or west from that point, he claimed payment for two days, one day from Calgary to Medicine Hat and another day from Medicine Hat to Swift Current. He made a similar claim when he deadheaded back after having finished his assignment. The actual time it took to make each trip was six hours. In making payment, the company treated each trip as one day only.

The arguments used by both company and union in this case were similar to those used in Case No. 85, from which it differed only in detail. The company contended that terminals for unassigned crews were not necessarily the same as the terminals for crews in assigned service, and vice versa. Medicine Hat was a terminal for crews in unassigned service, but not for assigned crews. The brakeman was in assigned service before he relieved the conductor, and he was still in assigned service when he acted as a relief conductor, the company said. He was therefore not entitled to claim that Medicine Hat was a terminal.

Applying similar reasoning to that which he had used in Case No. 85, the arbitrator said that deadheading had been specially provided for by the parties, and that "the term 'terminal' used in that provision must be considered in the light of the requirement for the trip, not the terminals that apply to crews operating in assigned or unassigned service."

The claim was disallowed.

CASE NO. 87

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over the claims of trainmen and yardmen in Moose Jaw and other places for general holiday pay for Dominion Day on July 1, 1967.

Before the Dominion Day general holiday, the company had posted bulletined instructions to all employees to the effect that the federal Government was observing Monday, July 3, as the Dominion Day holiday and that this day would be recognized as the holiday under the collective agreements governing operating and non-operating employees.

Identical articles were quoted from the trainmen's and yardmen's agreements which said that Dominion Day and certain other general holidays would, if they happened to fall on a Sunday or a Saturday, be observed on the day substituted by the federal Government.

The union contended that the federal Government had not substituted July 3 for July 1 as the day to be observed as Dominion Day when it proclaimed July 3 as a holiday, and it accordingly claimed general holiday pay for July 1. A copy of the official proclamation, declaring that July 3, 1967 should be observed as a public holiday throughout Canada, was produced, and it was argued that it contained no reference to July 3 as having been substituted for July 1, or to its being celebrated as Dominion Day. It was also argued that the Dominion Day Act provided only that if July 1 fell on a Sunday, July 2 would be observed as Dominion Day. No reference was made to the day's falling on a Saturday.

The company contended that the federal Government had substituted July 3 for July 1 as Dominion Day. Observance and substitution were one and the same thing in this case, it argued. It also pointed out that the other running trades unions on the Canadian National, the Canadian Pacific and all other railways, whose general holiday rules were identical with those that applied to Canadian Pacific trainmen, had recognized July 3 as the holiday.

Furthermore, the Brotherhood of Trainmen had itself recognized July 3 as the holiday for trainmen and yardmen on all railways except the Canadian Pacific, under identically worded rules. July 3 had also been recognized by all unions representing non-operating employees on all railways in Canada.

If the trainmen had observed the Dominion Day holiday on the Saturday, they would have observed it on a different day from that observed by all other railway employees, the company said. This would have resulted in "the absurdity" of having the train or yard crew on duty without an engine crew on one day, and the engine crew on duty without a train or yard crew on another day. Freight and express sheds, as well as industry in general would also have been closed down on the day when train and yard crews were on duty.

The company quoted the decision of the Canadian Railway Office of Arbitration in Case No. 3 as saying, "It is . . . a cardinal rule of interpretation that no instrument should be construed in a manner that would bring about an absurd result . . . .", (L. G. 1965, p. 825).

The arbitrator said, "Having regard to

the confused result outlined that would be created between these employees and others with whom they daily work, to avoid the 'absurdity' that would follow, we believe the word 'substituted' should be modified so as to read as pertaining to the purpose of the provision, namely, the general observance of the holiday."

He said it was clear that the federal Government had issued instructions that applied to all civil servants that Dominion Day 1967 would be observed on Monday, July 3. This, he thought, was "incidental to the general recognition throughout Canada that July 3 was the day on which to celebrate Dominion Day". All the brotherhoods with the same provision had, with this one exception, recognized and celebrated July 3 as Dominion Day.

The claim was disallowed.

CASE NO. 88

Dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers over claims for 100 miles submitted by locomotive engineers when they were used beyond the bulletined limits of their road switcher assignments.

An engineer was required on four occasions to operate a road switcher assignment beyond the limits indicated in the bulletin. The same thing happened with another engineer on one occasion. Both men submitted claims for payment for 100 miles on each occasion, and the company declined payment of the claims.

Since all the claims rested on the same reasoning one claim was taken by the arbitrator as typical. An assignment was bulletined as follows: "Road switcher—Montreal—Laprairie—St. Constant (to operate to St. Remi if required) light to Laprairie."

On the occasion in question, the engineer was required to move cars from St. Isidore Junction to St. Isidore and return, a distance of four miles one way. He submitted a claim for an additional 100 miles for that portion of the trip, on the ground that St. Isidore Junction and St. Isidore were not mentioned in the bulletin establishing the assignment.

The company contended that road switcher service was peculiar because it required that the company adjust its services to the varying needs of customers, without being "subject to unrealistic penalties." This type of service was likened to that performed in a yard assignment, except that a road switcher operated outside switching limits and over a larger territory. It followed, therefore, that a road switcher was subject to many variables; and because of this, a bulletin could not possibly cover all contingencies.

"Of considerable importance to this problem," said the arbitrator, "is the unrefuted statement for the company that no provisions in the collective agreement require that assignments of any type be bulletined in a specified or precise manner. It was deemed of value, however, to facilitate engineers making a selection of assignments that the bulletin should describe the territory normally expected to be covered by the assignment, to identify the type of service contemplated, to designate days of operation, to name initial and final terminals and to indicate anticipated departure and arrival times.

"It was stressed that a bulletin is not intended as a contractual document that would override the special provisions," such as one contained in an article of the agreement that said, "Engineers assigned to road switcher service operating on a turn-around basis within a radius of 30 miles from the shop track switch at the initial terminal will be compensated . . .;" or another article which said that engineers might be "run in and out and through their regularly assigned initial terminal without regard for rules defining completion of trips . . . ."

There was no doubt that when the engineer had worked from St. Isidore Junction to St. Isidore and back, the movement was within the radius of 30 miles, the arbitrator said. For this claim to succeed, the agreement would have to contain something limiting service to what was contained in a bulletin, and at present there was no such provision. In order to prove that the agreement had been violated, it would be necessary to show that the duties involved went beyond a radius of 30 miles.

For these reasons the claim was disallowed.

Newfoundland Shipping Adopts Labour Code

The Newfoundland shipping industry started on January 1, 1968 to bring itself under the hours of work provision of the Canada Labour (Standards) Code.

An Order-in-Council, stemming from recommendations made by Judge Charles J. A. Hughes, Fredericton, N.B., will bring the industry fully under the hours of work standard by January 1, 1974. Judge Hughes was appointed as a Commission of Inquiry by the Minister of Labour to inquire into the question of applying Part I of the Code (Hours of Work) to this industry. The appointment followed the granting of an order suspending the operation of Part I for a period ending December 31, 1967, after consideration of representations made by employers in the Newfoundland shipping industry.

Maximum hours are set at 48 a week, with overtime paid at not less than time and one half of regular wages for hours worked in excess of eight in a day and 40 in a week. The standard and maximum hours may be averaged over a period of two or more weeks.

The other three parts of the Code, which have to do with minimum wages, annual vacations and general holidays with pay, are already in effect in the industry.

Insurance Registrations and Other UIC Statistics

On September 30, 1967, insurance books or contribution cards had been issued to 4,826,403 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 395,294, a decrease of 1,219 since August 31.

During September there were 11,854 investigations conducted by enforcement officers across Canada. Of these, 8,981 were spot checks of claims to verify the fulfilment of statutory conditions, and 1,003 were miscellaneous investigations. The remaining 1,870 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 293 cases, 80 against employers and 213 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 608.*

Revenue received by the Unemployment Insurance Fund in September totalled $37,959,998.56 compared with $45,026,-391.02 in August and $34,981,469.09 in September 1966.

Benefits paid in September totalled $15,771,587.82 compared with $16,848,-719.57 and $12,264,891.19 in September 1966.

The balance in the Fund on September 30 was $322,754,427.07 compared with $300,566,016.33 on August 31 and $225,890,402.04 on September 30, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the Department of Labour Library

List No. 227

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-ninth Annual Report for the Year ended December 31, 1966.* Edmonton, 1967. Pp. 29.

2. ATLANTIC DEVELOPMENT BOARD. *Annual Report for the Fiscal Year, 1966-67.* Ottawa, Queen's Printer, 1967. Pp. 54.

3. CANADA. CIVIL SERVICE COMMISSION. *Annual Report of the Commissioners. Rapport annuel des commissaires.* 1966. Ottawa, Queen's Printer; Imprimeur de la Reine, 1967. Pp. 43.
Text in English and French.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1966. Conditions de travail dans l'industrie canadienne. Report; Rapport No. 10.* Ottawa, Queen's Printer; Imprimeur de la Reine, 1967. Pp. 211.
Text in English and French.

5. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Labour Standards in Canada.* December 1966. Ottawa, Queen's Printer, 1967. Pp. 76.

6. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector of Factories, 1966.* London, HMSO, 1967. Pp. 161.

7. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector on Industrial Health, 1966.* London, HMSO, 1967. Pp. 88.

8. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April 1967.* London. HMSO, 1967. Pp. [312].

9. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1966.* Toronto, 1967. Pp. 80.

10. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1966.* Toronto, Queen's Printer, 1967. Pp. 24.

11. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1966.* Charlottetown, 1966 [i.e. 1967]. Pp. 21.
Report year ends December 31st.

12. U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. *First Annual Report, 1965/66.* Washington, GPO, 1967. Pp. 64.
Report year ends June 30.

Automation—Labour Aspects

13. INTERNATIONAL LABOUR OFFICE. *Automation and Non-manual Workers.* Geneva, 1967. Pp. 113.
"This study was carried out by Kenneth F. Walker. . . ."
Among other things, this study examines the ways in which workers and their organizations have reacted to automation and to specific problems arising from automation such as redundancy, retraining, relocation, changed working conditions and job content.

14. INTERNATIONAL LABOUR OFFICE. *Manpower Adjustment Programmes: 1. France, Federal Republic of Germany, United Kingdom.* Geneva, 1967. Pp. 207.
For each of the three countries studied information is given concerning the following: economic background, programs to maintain full employment, programs to prevent job loss, assistance to workers who lose their jobs, meeting the problems of new occupational requirements, changes in working conditions, and new approaches in labour-management relations.

15. LAVE, LESTER BERNARD. *Technological Change: its Conception and Measurement.* Englewood Cliffs, N.J., Prentice-Hall, 1966. Pp. xx, 228.

16. ZAGORIA, SAM. *Working with Automation.* [Washington, U.S. Dept. of Labor, Manpower Administration, 1967]. Pp. 34.
"Condensed transcript of the seminar held in Washington, D.C., October 13, 1966."
Mr. Zagoria, a member of the National Labor Relations Board, talked about the human aspects of automation, that is, what happens to the worker whose job is affected by automation.

Civil Service

17. CORSON, JOHN JAY. *Men near the Top; filling Key Posts in the Federal Service*, by John J. Corson and R. Shale Paul. Baltimore, Johns Hopkins Press [1966]. Pp. xvii, 189.
This book describes what top-level career civil servants do, how they carry out their work, and what skills and talents are required. It also examines how to sustain and increase the quality of this group and how to maintain a reservoir of capable young people.

18. KRISLOV, SAMUEL. *The Negro in Federal Employment; the Quest for Equal Opportunity*. Minneapolis, University of Minnesota Press, c1967. Pp. 157.

The author, a professor of political science at the University of Minnesota, based this study on interviews conducted between 1963 and 1965 in U.S. government departments and agencies supervised by the President's Committee on Equal Employment Opportunity. This book "surveys the history of Negro employment in the [U.S.] federal civil service, the effect of World Wars I and II on such employment opportunity, federal organizational arrangements for promoting Negro employment, the record of several of the principal federal departments in employing Negros, and the present situation and problems in Negro employment under civil service."

Conferences

19. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and Their Administration; Proceedings, 49th Convention . . . New Orleans, La., July 25-28, 1966*. Washington, GPO, 1967. Pp. 229.

20. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Proceedings of Convention, Victoria, British Columbia, September 11-15, 1966*. [Little Rock, Ark., 1967]. Pp. 318.

21. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Nineteenth Annual Winter Meeting, San Francisco, December 28-29, 1966*. Edited by Gerald G. Somers. Madison, Wis. c1967. Pp. 399.

Papers were presented under these topics: Critical evaluation of three manpower reports. Current confrontations in labor law. European experience with incomes policy. Technology, information, and management organization. Manpower imbalances as full employment is approached. Evaluating the war on poverty. New questions for collective bargaining. Dissertation research [Six people presented papers on their doctoral dissertation research].

Economic Conditions

22. ALBERTA. DEPARTMENT OF INDUSTRY AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of St. Paul*. Rev. April, 1967. Edmonton, 1967. Pp. 18.

OECD

The following Economic Surveys were prepared and published by the Organization for Economic Co-operation and Development in Paris in 1967.

23. *Austria*. Pp. 33.

24. *Denmark*. Pp.36.

25. *France*. Pp. 44.

26. *Germany*. Pp. 43.

27. *Greece*. Pp. 52.

28. *Ireland*. Pp. 33.

29. *Netherlands*. Pp. 60.

30. *Sweden*. Pp. 42.

Great Britain — Royal Commission

The following four Research papers were prepared for the Royal Commission on Trade Unions and Employers' Associations.

31. FOX, ALAN. *Industrial Sociology and Industrial Relations: an Assessement of the Contribution which Industrial Sociology can make towards understanding and resolving Some of the Problems now being considered by the Royal Commission*. London, HMSO, 1966. Pp. v, 34.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 3.

32. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Productivity Bargaining. Restrictive Labour Practices*. London, HMSO, 1967. Pp. vi, 67.

Research Paper No. 4 prepared for the Royal Commission on Trade Unions and Employers' Associations.

A "productivity bargain" may be broadly described "as an agreement in which advantages of one kind or another, such as higher wages or increased leisure, are given to workers in return for agreement on their part to accept changes in working practice or in methods or in organization of work which will lead to more efficient working." The term "restrictive labour practice" may be defined as 'an arrangement under which labour is not used efficiently and which is not justifiable on social grounds.' The first paper deals with productivity bargaining as an aid to the study of problems of restrictive labour practices and methods of using manpower more effectively. The second paper analyzes restrictive labour practices and the problems surrounding them.

33. HUGHES, JOHN. *Trade Union Structure and Government. Pt. 1. Structure and Development*. London, HMSO, 1967. Pp. 56.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 5.

This paper deals with structural problems and developments, interunion relations, and the activites of federations of trade unions.

34. MARSH, ARTHUR IVOR. *Disputes Procedures in British Industry*. London, HMSO, 1966. Pp. x, 27.

[Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 2, pt. 1.

"In this paper Mr. Marsh discusses the general functions of disputes procedures in industrial relations systems and outlines the general features of such procedures in Britain together with some issues relating to them which are at present under consideration."

Income

35. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Prices and Incomes Policy after 30th June 1967*. London, HMSO, 1967. Pp. [8].

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affaires."

36. SMITH, DAVID CHADWICK. *Incomes and Wage-Price Policies, Some Issues and Approaches*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1967. Pp. 107.

"This publication is a reprint of Chapters 1, 2, 3 and 9 of a study by David C. Smith, *Incomes Policies: Some Foreign Experiences and Their Relevance for Canada* (Economic Council of Canada. Special Study No. 4, 1966)."

Deals with the meaning of incomes policy, the case for one, the problems in devising one, and the desirability of an incomes policy for Canada.

Industrial Disputes

37. CHRISTIE, INNIS M. *The Liability of Strikers in the Law of Tort; a Comparative Study of the Law in England and Canada*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1967. Pp. xxii, 198.

Contents: Background to the case law. Statutory restrictions on picketing: the development of the law of watching and

besetting in England and Canada. Civil liability for conspiracy. Inducting breach of contract in trade disputes: development of the law in England and Canada. Liability for interference with rights to trade and livelihood: the trend of judicial creation. Conclusions, observations and a suggestion.

Labour Organization

38. GARNEL, DONALD. *Teamsters and Highway Truckers in the West: the Evolution of Multiemployer Bargaining in the Western Highway Trucking Industry*. Ann Harbor, Mich., University Microfilms, 1967. Pp. vii, 682.

Thesis (Ph.D.) — University of California, Berkeley, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms . . ."

"The main hypothesis of this dissertation is that areawide bargaining and wage uniformity, and organizations created to make these possible, were an inevitable concomitant of the economic growth of the intercity trucking industry." This study is restricted to the eleven western states of the U.S. and covers the period from 1935 to 1942 primarily.

39. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *How Your Union works*. [Rev. ed.]. Brussels, 1966. Pp. 127.

Contents: The branch. The officers. Trade union finance. Membership records. Spending unions funds. Check-off. Shop stewards. Collective bargining. Trade union research.

40. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Eighth World Congress, Amsterdam, 7-15 July 1965; including the Report on Activities and the Financial Reports for 1962-1964*. Brussels, 1965. Pp. 854.

41. MARTIN, R. M. *Whitecollar Unions of Australia*. [Sydney, Australian Institute of Political Science, 1967 ?]. Pp. 40.

Scientists

42. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Training of and Demand for High-Level Scientific and Technical Personnel in Canada*. Paris, 1966. Pp. 126.

Contains observations and conclusions of OECD examiners. Contents: Basic facts about Canada. Factors which influence the development of higher education. Problems of expansion in higher education. Need for development of post-graduate studies. Research and development. Conclusions and topics for discussion. Summary of the confrontation meeting [between the OECD examiners and the Canadian delegation].

Wages and Hours

43. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadian Wage Behaviour in the Postwar Period*. Ottawa, 1967. Pp. 119.

"A graphic presentation."

This chart book shows Canadian labour income, both wages and salaries, during 1965. Contents: Labour income. Distribution of income. Wages, production and productivity. The current picture by industry. The current picture by region and province. Regional wage differences and the influences of employment distribution. Industry trends 1949 to 1965. Manufacturing wage and salary trends, 1949 to 1965. Wages and salaries compared and analyzed. Skill differentials. Professional and executive salaries. Negotiated wage increases. Source tables. List of tables.

44. DOOLEY, ARCH R. *Wage Administration and Worker Productivity* [by] Arch R. Dooley [and others]. New York, J. Wiley, 1964. Pp. 219.

"This book is part of a series composed of materials employed in the required Production course in the MBA Program of the Harvard Graduate School of Business Administration." Case studies describe production-management problems and students are asked to place themselves in the position of the manager responsible for solving the problem described. Cases in this book are grouped under five headings: Basic concepts; Choice of wage systems; Worker relations, wages and productivity; Sharing productivity; Technological changes and wages.

Women

45. ALBERTA. WOMEN'S CULTURAL AND INFORMATION BUREAU. *Laws of Interest to the Women of Alberta*. Revised to January, 1968 [sic. Edmonton, 1967]. Pp. 24.

46. CAIN, GLEN GEORGE. *Married Women in the Labor Force; an Economic Analysis*. Chicago, University of Chicago Press, 1966. Pp. 159.

A study of the "economic determinants of the labor force participation of married women" in the U.S.

47. CHOMBART DE LAUWE, PAUL HENRY. *Images de la femme dans la société; recherche internationale sous la direction de Paul-Henry de Lauwe*. Paris, Editions ouvrières [1964].

"Textes . . . ont été présentées . . . dans la Revue des sciences sociales de l'UNESCO."

48. DINGWALL, ERIC JOHN. *The American Woman, an Historical Study*. London, G. Duckworth & Co. Ltd. [1956]. Pp. 286.

This book is ". . . an attempt to analyze the varied statements that have been made about [the American woman] by native and foreign authors, to interpret the many views expressed, and to fit them into a general picture. . . ." The author is a British anthropologist.

49. POLITICAL AND ECONOMIC PLANNING. *Women and Top Jobs; an Interim Report*. London, 1967. Pp. 81.

"A PEP report."

"This Report sets out the main lines of a study of women's prospects of reaching senior posts in Britain in industry, commerce, the professions and the public service now being carried on by PEP, with the collaboration of the Tavistock Institute and support from the Leverhulme Trust."

Miscellaneous

50. CLACK, GARFIELD. *Industrial Relations in a British Car Factory*. Cambridge [Eng.]. University Press, 1967. Pp. 100.

The author spent several months as an hourly-paid worker in a car assembly plant in the Midlands of England. He was able to observe the trade union structure and industrial relations and the machinery for settling industrial disputes in the plant.

51. ECONOMIC COUNCIL OF CANADA. *Interim Report, Consumer Affairs and the Department of the Registrar General*. Ottawa, 1967. Pp. 53.

This interim report looks at "the existing activities of the federal government which protect and promote the interests of consumers, the organization of these activities within the federal government, and their relation to the existing activities of other levels of government, business organizations and consumer organizations."

52. FIRESTONE, OTTO JACK. *The Economic Implications of Advertising*. Commissioned by the Institute of Canadian Advertising. Toronto, Methuen, 1967. Pp. 210.

In its original mimeographed form this study, commissioned by the Institute of Canadian Advertising, was submitted as a separate brief to the Special Joint Committee of the Senate and House of Commons on Consumer Credit (Prices) on December 13, 1966. It was not included in the Committee proceedings. Some minor adaptations have been made. Contents: Definition. Advantages. Disadvantages. Expenditures. Comparison. Stability. Productivity. Quality. Innovation. Investment. Consumer. Costs. Payment. Inflation. Competition. Tax. Findings. Implications.

53. GRAY, JAMES HENRY. *The Winter Years; the Depression on the Prairies*. Toronto, Macmillan of Canada, 1966. Pp. 220.

Mr. Gray, who worked as a reporter on the Winnipeg Free Press during much of the period he describes, tells what it was like to live in Winnipeg, and in the Prairie Provinces during the 1930's.

54. GREENBERG, JOANNE. *The Monday Voices, a Novel* [1st ed.]. New York, Holt, Rinehart and Winston [1965]. Pp. 286.

A novel about the work of a rehabilitation counselor in a State Department of Vocational Rehabilitation.

55. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1967. 2 vols.

At head of title: Report 1 (Part 1-2). International Labour Conference. Fifty-first session. Geneva, 1967.

Contents: Pt. 1. Non-manual workers: problems and prospects. Pt. 2. Activities of the I.L.O., 1966.

Supplement: *Fourth Report of the Working Party of the Governing Body of the International Labour Office on the Programme and Structure of the I.L.O.* Geneva, 1967. Pp. 83.

At head of title: Report 1 (Part 2) Supplement. International Labour Conference. Fifty-first session, Geneva, 1967.

56. KYDD, SAMUEL, H.G. *The History of the Factory Movement*, by Alfred (Samuel H.G. Kydd). New York, A.M. Kelley, 1966. 2 vols.

Reprint of the work first published in 1857.

This work concerns the British working class from 1802 until the enactment of the Ten Hours' Bill in 1847.

57. NATIONAL FEDERATION OF AUSTRIAN SOCIAL INSURANCE INSTITUTIONS. *Social Security in Austria according to the Legal Provisions in Force in the Middle of 1966*. [Vienna, 1967 ?]. Pp. 134.

58. UNIVERSITIES-NATIONAL BUREAU COMMITTEE FOR ECONOMIC RESEARCH. *Transportation Economics; a Conference of the Universities-National Bureau Committee for Economic Research*. New York, Columbia University Press, 1965. Pp. 464.

"A report of the National Bureau of Economic Research, New York."

Partial contents: Transport costs, pricing and regulation. Airline costs and managerial efficiency. The role of advertising costs in the airline industry. Transportation costs and their implications: an empirical study of railway costs in Canada. Innovation and technical changes in the railroad industry. The commuting and residential decisions of central business district workers. Manpower in operating classifications on the railroads.

Railway Workers Advocate One National Union

A policy statement advocating that all the non-operating railway workers in Canada merge into one national industrial union was overwhelmingly approved by delegates to the 27th regular convention of the Canadian Brotherhood of Railway, Transport and General Workers, held in Ottawa from October 2 to 7.

The union's national executive board, which drew up the statement, said it was convinced that such a proposal was "within the bounds of accomplishment — provided that it is promoted with sufficient vigour, imagination and perseverance." Although the board did not suppose that this could be brought about immediately, it expressed confidence that it could be done "within the next three to five years."

At present, the 100,000 non-operating railway workers in Canada are divided among 16 unions, including the CBRT, which represents about 25,000 of them. The CBRT is the only all-Canadian union in this group.

"We do not propose that the consolidation process be a series of mergers of various other unions with the brotherhood so that only our identity is preserved," the policy statement said. "This is not to be some kind of super CBRT and GW created by the absorption of 15 other rail unions into our organization. Rather, we see the process as the voluntary surrender by all rail unions (including ourselves) of their separate identities, and their blending into an entirely new industrial union.

"Your board places special emphasis on the protection of the status of non-railway members, not only within our brotherhood but within the ranks of other organizations. Approximately one third of our members are employed outside the railway industry, and their interests must be, and will be zealously guarded . . . ."

Such a consolidated union would of necessity be a national union. "It would be structurally impossible for the Canadian sections of 15 international unions to merge while still retaining their separate affiliations with their parent unions in the United States," said CBRT President W. J. Smith. By eliminating the waste involved in maintaining 15 separate administrations, a single union would be entirely self-sufficient financially, and would be able to provide more efficient service to all non-operating railway workers, the policy statement contended.

"We are making it very clear that we are rejecting raiding as a possible solution to the present multiunion structure . . . ," one of the delegates said. "What we are trying to do is . . . to set up a dialogue between the various unions . . . that we hope will lead to peace, progress, and labour unity."

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
			(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*	November 11	7,698	+ 0.1	+ 3.6
Employed	November 11	7,409	− 0.4	+ 3.0
Agriculture	November 11	535	−11.3	+11.0
Non-agriculture	November 11	6,874	+ 0.6	+ 2.5
Paid workers	November 11	6,335	+ 0.3	+ 2.2
At work 35 hours or more	November 11	5,989	+52.4	+20.7
At work less than 35 hours	November 11	1,167	−63.6	−41.1
Employed but not at work	November 11	253	−16.8	+ 1.2
Unemployed	November 11	289	+13.8	+21.4
Atlantic	November 11	36	+33.3	+16.1
Quebec	November 11	101	+ 5.2	+17.4
Ontario	November 11	77	+ 6.9	+28.3
Prairie	November 11	32	+68.4	+23.1
Pacific	November 11	43	+ 7.5	+22.9
Without work and seeking work	November 11	267	+15.1	+21.9
On temporary layoff up to 30 days	November 11	22	0.0	+15.8
INDUSTRIAL EMPLOYMENT (1961=100)	August	126.7	+ 0.7	+ 0.8
Manufacturing employment (1961=100)	August	126.7	+ 1.9	− 0.5
IMMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	November	71	+ 1.4	−13.4
No. of workers involved	November	19,248	−22.2	−32.1
Duration in man days	November	253,560	−22.4	+14.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	August	$103.43	+ 0.1	+ 9.4
Average hourly earnings (mfg.)	August	$2.40	0.0	+ 7.1
Average hours worked per week (mfg.)	August	40.4	+ 0.5	− 1.7
Average weekly wages (mfg.)	August	$97.14	+ 0.7	+ 5.6
Consumer price index (1949=100)	November	151.0	+ 0.3	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961=100)	August	111.9	+ 0.9	+ 1.7
Total labour income (thousands of dollars)	August	2,749	+ 0.9	+ 9.3
INDUSTRIAL PRODUCTION				
Total (average 1949=100)	September	290.3	+ 5.9	+ 3.5
Manufacturing	September	260.5	+ 7.4	+ 2.5
Durables	September	264.9	+12.8	+ 2.5
Non-durables	September	256.8	+ 3.0	+ 2.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	October	13,150	− 2.4	+16.3
Completions	October	13,244	+24.0	+45.0
Under construction	October	84,215	− 0.3	+17.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended November 11, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,698	649	2,182	2,825	1,262	780
Men	5,283	455	1,514	1,912	879	523
Women	2,415	194	668	913	383	257
14-19 years	757	75	221	240	141	80
20-24 years	1,085	111	352	360	167	95
25-44 years	3,331	242	959	1,268	519	343
45-64 years	2,310	201	598	874	394	243
65 years and over	215	20	52	83	41	19
EMPLOYED	7,409	613	2,081	2,748	1,230	737
Men	5,060	424	1,436	1,856	853	491
Women	2,349	189	645	892	377	246
Agriculture	535	29	114	143	228	21
Non-agriculture	6,874	584	1,967	2,605	1,002	716
Paid workers	6,335	534	1,809	2,426	920	646
Men	4,196	363	1,224	1,600	585	424
Women	2,139	171	585	826	335	222
UNEMPLOYED	289	36	101	77	32	43
Men	223	31	78	56	26	32
Women	66	*	23	21	*	11
PERSONS NOT IN LABOUR FORCE	6,328	670	1,860	2,161	1,028	609
Men	1,669	198	480	547	277	167
Women	4,659	472	1,380	1,614	751	442

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended November 11, 1967

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,026	2,322	3,997	1,084	4,091	1,048	1,484
LABOUR FORCE	7,698	757	3,835	873	1,276	742	215
Employed	7,409	689	3,727	811	1,254	720	208
Unemployed	289	68	108	62	22	22	**
NOT IN LABOUR FORCE	6,328	1,565	162	211	2,815	306	1,269
PARTICIPATION RATE†							
1967—November 11	54.9	32.6	95.9	80.5	31.2	70.8	14.5
October 14	54.9	32.4	96.2	81.6	30.9	70.5	14.9
UNEMPLOYMENT RATE‡							
1967—November 11	3.8	9.0	2.8	7.1	1.7	3.0	**
October 14	3.3	8.1	2.4	5.9	1.7	3.0	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended November 11, 1967

	November 1967	October 1967	November 1966
	(in thousands)		
TOTAL UNEMPLOYED	289	254	238
On temporary layoff up to 30 days	22	22	19
Without work and seeking work	267	232	219
Seeking			
Full-time work	253	219	203
Part-time work	14	13	16
Under 1 month	106	91	87
1-3 months	100	77	82
4-6 months	33	35	24
More than 6 months	28	29	26

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August*	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September†	68.7	738.0	243.1	43.1	236.5	49.7	382.9	897.1	112.7	2,801.4
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.4
August*	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September†	69.3	726.5	235.5	35.8	207.4	49.0	382.8	879.4	111.4	2,719.5

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1967, employers in the principal non-agricultural industries reported a total employment of 3,727,447. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July*	125.8	132.1	103.35	124.3	130.1	106.12
August†	126.7	132.2	103.43	126.7	130.6	106.47

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Aug. 1967	*July 1967*	*Aug. 1966*	*Aug. 1967*	*July 1967*	*Aug. 1966*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	124.9	124.6	125.9	84.21	83.98	74.37
Newfoundland	136.2	132.5	141.7	89.42	89.87	78.75
Prince Edward Island	142.2	146.6	136.9	71.14	68.69	62.54
Nova Scotia	117.5	117.4	117.7	82.44	81.98	74.36
New Brunswick	124.9	126.2	124.5	83.97	83.93	72.40
Quebec	123.8	122.7	123.0	101.70	101.63	93.92
Ontario	127.4	125.9	127.3	106.80	106.51	98.36
Prairie Region	126.6	126.6	122.0	97.76	97.82	85.67
Manitoba	119.5	119.8	115.6	93.20	93.45	78.18
Saskatchewan	125.8	126.1	123.8	97.14	96.92	85.87
Alberta	133.0	132.6	126.6	101.48	101.53	91.45
British Columbia	134.7	135.2	133.0	114.81	115.62	105.45
CANADA	126.7	125.8	125.7	103.43	103.35	94.52
URBAN AREAS						
St. John's	144.2	143.0	150.4	82.19	80.47	75.04
Halifax	112.2	113.8	111.4	85.38	85.66	79.58
Sydney	96.8	96.2	104.6	90.67	85.00	88.33
Moncton	119.9	119.7	119.0	82.48	81.90	70.36
Saint John	109.7	111.2	105.7	85.92	85.54	78.59
Chicoutimi	115.8	115.5	118.2	121.49	122.16	115.72
Montreal	125.2	124.6	123.8	103.22	103.20	97.03
Quebec	119.4	119.2	118.3	87.96	87.20	83.20
Shawinigan	102.9	103.4	114.9	104.15	103.01	103.56
Sherbrooke	121.8	118.0	113.9	85.28	86.41	82.89
Trois-Rivières	116.2	116.1	123.1	94.74	94.71	91.08
Ottawa-Hull	126.8	126.0	121.4	97.15	97.11	91.09
Belleville	120.2	119.6	119.8	89.82	89.05	85.69
Brampton	248.8	198.6	229.8	106.33	106.41	102.33
Brantford	132.0	133.3	140.6	97.81	100.95	91.98
Fort William-Port Arthur	133.2	134.6	131.2	101.68	104.56	98.51
Guelph	138.6	137.5	136.2	97.55	96.24	89.90
Hamilton	123.5	121.8	127.0	110.25	111.17	103.80
Kingston	124.2	124.1	125.6	100.65	101.09	95.41
Kitchener	142.0	139.2	143.5	94.13	94.31	89.27
London	124.3	125.4	127.2	99.91	98.30	93.07
Niagara Falls	121.3	120.2	123.0	97.45	98.42	92.16
Oshawa	122.6	119.8	110.4	118.54	119.47	111.30
Peterborough	137.8	134.0	137.9	109.35	110.20	102.67
Sarnia	126.0	131.9	127.9	130.09	137.98	129.00
Sault Ste. Marie	123.7	125.7	129.0	119.51	120.15	114.80
Sudbury	114.3	113.5	103.3	123.50	122.60	103.48
St. Catharines	141.8	140.7	139.5	113.12	112.85	106.20
Timmins	85.3	86.2	102.6	94.06	94.71	102.75
Toronto	127.1	125.7	127.4	107.92	107.36	101.08
Welland	113.4	114.2	115.4	122.65	120.47	107.82
Windsor	154.8	147.9	153.9	121.10	116.10	116.31
Winnipeg	119.7	120.0	116.8	87.89	88.04	79.43
Regina	125.0	124.6	123.8	93.61	93.79	87.29
Saskatoon	148.1	147.2	131.2	93.53	92.23	83.34
Calgary	139.2	138.5	131.8	103.18	103.07	92.91
Edmonton	134.7	135.3	130.5	96.82	96.69	89.03
Vancouver	131.3	131.4	126.5	110.07	110.28	103.27
Victoria	128.0	128.7	124.6	98.88	99.54	91.25

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
	(in thousands)										
CANADA											
August 1967†	80.9	123.5	1,668.4	861.0	807.4	406.9	677.6	933.1	263.4	615.0	4,768.8
July 1967*	82.9	124.1	1,639.1	846.4	792.8	406.3	680.1	939.6	264.3	624.1	4,760.4
August 1966	87.1	122.3	1,670.4	864.0	806.4	423.5	669.6	912.8	247.9	580.3	4,713.8
NEWFOUNDLAND											
August 1967†	3.5	5.9	13.9	11.7	2.2	11.4	16.9	16.5	1.8	6.9	77.0
July 1967*	3.4	5.8	14.1	11.7	2.4	10.9	16.3	16.6	1.8	6.8	75.7
August 1966	4.7	6.2	13.9	11.4	2.5	12.7	16.6	16.1	1.7	6.8	78.7
PRINCE EDWARD ISLAND											
August 1967†	0.1	0.1	3.2	2.6	0.5	2.3	2.9	3.8	0.6	2.2	15.2
July 1967*	0.2	0.1	3.4	2.9	0.5	2.2	2.9	3.8	0.6	2.5	15.7
August 1966	0.2	0.1	3.0	2.5	0.6	2.3	2.9	3.8	0.6	2.2	15.0
NOVA SCOTIA											
August 1967†	2.5	7.4	34.9	19.0	15.9	13.7	22.3	28.4	6.4	14.6	130.3
July 1967*	2.6	7.2	34.0	18.5	15.5	15.0	22.3	28.7	6.3	14.8	131.1
August 1966	2.6	7.5	35.5	18.7	16.8	14.7	23.0	28.0	5.9	13.9	131.2
NEW BRUNSWICK											
August 1967†	8.9	2.9	29.1	19.0	10.2	12.3	23.9	23.0	4.2	11.1	115.5
July 1967*	9.8	3.0	29.6	19.3	10.4	11.8	23.9	23.1	4.2	11.7	117.2
August 1966	10.0	2.9	28.4	19.0	9.3	13.0	22.7	22.8	4.1	10.7	114.6
QUEBEC											
August 1967†	29.3	27.9	519.1	320.4	198.7	97.5	181.8	238.3	74.6	168.6	1,337.1
July 1967*	29.2	28.0	508.4	313.9	194.6	96.6	183.4	240.0	74.8	170.6	1,330.9
August 1966	29.7	28.2	517.6	318.3	199.3	115.1	178.6	232.0	70.6	150.4	1,322.2
ONTARIO											
August 1967†	13.5	35.9	820.0	369.1	450.9	150.0	217.4	365.1	114.4	240.5	1,956.7
July 1967*	13.6	36.3	802.7	361.3	441.3	150.6	218.0	366.7	115.0	243.7	1,946.7
August 1966	13.4	34.8	823.9	373.3	450.6	155.4	219.0	356.3	107.3	232.2	1,942.5
MANITOBA											
August 1967†	1.1	6.4	48.2	27.8	20.4	18.3	49.4	51.2	12.2	28.8	215.6
July 1967*	1.1	6.3	48.1	27.7	20.4	18.3	49.9	51.5	12.2	29.6	217.0
August 1966	1.9	5.9	47.2	28.0	19.2	17.0	47.6	51.0	11.9	27.8	210.3
SASKATCHEWAN											
August 1967†	0.2	5.4	15.9	10.3	5.6	17.9	28.9	37.7	8.4	18.3	132.6
July 1967*	0.2	5.4	16.3	10.3	6.0	18.3	28.8	37.8	8.5	18.7	134.0
August 1966	0.2	5.2	15.7	10.3	5.4	18.1	28.3	37.3	8.0	17.0	129.8
ALBERTA											
August 1967†	4.1	19.2	53.1	26.9	26.2	41.6	52.9	74.3	16.0	50.1	311.4
July 1967*	3.6	19.5	52.9	26.7	26.2	40.9	52.7	75.4	16.1	50.9	312.1
August 1966	2.6	18.2	50.8	26.7	24.1	38.3	51.0	73.7	14.4	47.2	296.3
BRITISH COLUMBIA											
August 1967†	17.6	10.3	130.9	54.3	76.7	41.3	79.6	94.4	24.8	72.8	471.7
July 1967*	19.1	10.4	129.5	54.0	75.5	41.2	80.2	95.6	24.9	73.7	474.6
August 1966	21.7	11.0	134.4	55.7	78.7	36.3	77.9	91.5	23.3	71.0	467.1

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-002).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	113.4	113.6	111.4	128.46	127.25	117.94
Metals	108.8	109.1	106.8	129.36	129.02	118.47
Mineral fuels	105.7	104.9	101.9	134.80	129.13	123.62
Non-metals except fuels	124.1	124.4	122.5	115.37	113.97	105.57
Quarries and sand pits	130.5	129.7	143.2	113.05	111.86	106.82
Services incidental to mining	140.6	143.8	137.3	133.80	135.82	124.66
MANUFACTURING	126.7	124.3	127.3	106.47	106.12	100.05
Durable goods	136.2	133.4	136.6	114.53	113.64	108.18
Non-durable goods	119.1	117.0	119.9	99.06	99.24	92.62
Food and beverages	124.6	120.9	124.3	91.72	93.87	84.34
Foods	125.2	120.5	125.6	88.47	90.57	81.00
Beverages	121.0	123.1	116.7	112.61	113.92	106.69
Tobacco processing and products	96.9	95.1	94.0	112.05	110.91	103.99
Rubber products	124.0	120.6	122.9	108.69	109.42	104.28
Leather products	98.1	97.9	106.9	71.41	69.58	67.88
Textile products	119.1	117.1	114.1	87.83	86.91	82.96
Knitting mills	111.4	109.2	118.6	67.88	66.28	63.94
Clothing	111.7	108.5	117.7	66.51	64.73	62.71
Wood products	113.4	113.4	117.2	95.62	95.28	88.40
Furniture and fixtures	131.8	128.4	136.3	88.90	87.05	83.70
Paper and allied industries	121.3	120.9	122.9	126.61	125.37	119.22
Printing, publishing and allied industries	114.2	113.2	112.1	113.74	113.82	107.62
Primary metal industries	126.7	126.6	129.4	129.08	129.13	120.28
Metal fabricating industries	135.5	132.5	139.6	112.01	111.33	107.54
Machinery, except electrical	147.6	147.3	148.6	121.96	120.69	113.35
Transportation equipment	153.2	146.6	143.1	124.77	121.42	118.74
Electrical products	147.2	142.9	146.1	106.96	107.26	103.26
Non-metallic mineral products	122.5	119.3	129.2	113.43	114.64	107.46
Petroleum and coal products	107.0	107.2	105.6	155.86	156.06	146.34
Chemicals and chemical products	120.1	120.2	119.4	120.60	120.63	115.02
Miscellaneous manufacturing industries	135.5	131.7	136.8	93.20	92.35	86.95
CONSTRUCTION	134.5	133.5	149.9	134.45	133.59	124.79
Building	134.4	133.6	141.6	129.58	128.51	120.02
Engineering	134.6	133.4	165.6	142.90	142.44	132.98
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	116.0	116.5	111.9	113.06	113.82	88.58
Transportation	113.5	114.0	108.5	112.40	113.66	80.66
Storage	117.7	123.3	117.4	98.22	96.47	94.28
Communication	121.3	121.7	120.1	108.67	108.85	93.82
TRADE	124.3	124.5	122.2	82.30	82.51	77.86
Wholesale trade	123.7	123.8	120.1	100.85	100.62	95.33
Retail trade	124.6	124.9	123.4	72.04	72.51	68.00
FINANCE, INSURANCE AND REAL ESTATE	127.2	127.2	122.2	99.95	100.08	93.27
Financial institutions	130.0	130.0	126.2	96.25	96.18	90.41
Insurance and real estate	123.5	123.3	116.1	105.18	105.60	97.66
SERVICE	163.2	163.1	149.2	76.35	76.31	70.02
Recreational services	147.9	153.6	144.9	67.61	68.17	64.39
Business services	173.2	172.8	163.3	114.64	114.56	107.99
Personal services	150.4	150.2	138.9	56.08	55.84	52.91
Miscellaneous services	204.2	201.2	170.2	88.29	88.92	73.31
INDUSTRIAL COMPOSITE	126.7	125.8	125.7	103.43	103.35	94.52

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966	Aug. 1967	July 1967	Aug. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.6	40.9	42.0	2.85	2.87	2.58	118.60	117.45	108.29
Metals	41.1	40.8	41.4	2.99	3.01	2.70	123.03	122.69	111.53
Mineral fuels	41.6	36.7	41.7	2.41	2.44	2.26	100.06	89.76	94.18
Non-metals, except fuels	41.4	41.7	41.4	2.65	2.63	2.42	109.57	109.57	100.40
Quarries and sand pits	49.7	49.2	51.1	2.26	2.23	2.06	112.50	109.80	105.25
Services incidental to mining	41.5	41.8	42.6	3.10	3.14	2.78	128.56	131.25	118.48
MANUFACTURING	40.4	40.2	41.1	2.40	2.40	2.24	97.14	96.45	91.95
Durable goods	40.9	40.6	41.5	2.60	2.58	2.43	106.13	104.74	101.04
Non-durable goods	40.0	39.9	40.6	2.21	2.22	2.05	88.42	88.44	83.15
Food and beverages	40.0	40.7	40.7	2.07	2.10	1.87	82.65	85.30	76.11
Foods	39.9	40.6	40.7	2.00	2.03	1.80	80.02	82.49	73.33
Beverages	40.6	41.3	41.5	2.58	2.60	2.40	104.74	107.07	99.57
Tobacco processing and products	37.5	37.0	37.6	2.72	2.72	2.59	101.91	100.70	97.35
Rubber products	40.9	41.0	42.1	2.46	2.49	2.35	100.76	102.01	98.70
Leather products	39.5	38.5	40.3	1.65	1.64	1.55	65.21	63.21	62.41
Textile products	41.3	40.7	41.9	1.87	1.86	1.74	77.31	75.95	72.79
Miscellaneous textiles	40.4	39.7	39.8	1.82	1.79	1.61	73.49	71.28	64.14
Knitting mills	40.9	40.0	41.7	1.48	1.46	1.37	60.45	58.46	57.17
Clothing	37.2	36.5	38.1	1.62	1.59	1.50	60.32	58.17	57.30
Wood products	39.9	40.0	40.0	2.29	2.27	2.10	91.32	91.03	84.00
Furniture and fixtures	42.6	41.9	43.0	1.94	1.91	1.82	82.57	80.01	78.09
Paper and allied industries	41.2	41.2	41.9	2.89	2.86	2.69	119.15	117.77	112.59
Pulp and Paper mills	41.1	41.1	41.9	3.15	3.10	2.93	129.54	127.49	122.78
Printing, publishing and allied industries	38.8	38.8	39.2	2.89	2.88	2.74	112.08	111.57	107.17
Primary metal industries	40.1	40.6	40.8	3.00	2.99	2.79	120.34	121.16	113.72
Iron and steel mills	39.5	40.3	40.7	3.17	3.13	2.93	125.23	125.97	119.22
Metal fabricating industries	41.4	41.0	42.3	2.54	2.53	2.42	105.20	103.74	102.38
Machinery, except electrical	41.6	40.7	41.9	2.74	2.72	2.55	113.74	110.85	106.92
Transportation equipment	41.2	40.0	41.6	2.83	2.81	2.67	116.67	112.14	111.11
Aircraft and parts	41.7	41.0	41.8	2.81	2.77	2.66	116.94	113.51	111.26
Motor vehicles	41.4	40.1	41.7	2.91	2.89	2.75	120.30	115.92	114.70
Assembling	41.2	39.7	45.1	3.11	3.12	2.96	127.82	124.14	133.75
Parts and accessories	41.7	40.4	39.1	2.83	2.82	2.64	118.30	113.78	103.30
Shipbuilding and repairing	40.4	38.2	40.9	2.75	2.74	2.59	111.12	104.55	106.04
Electrical products	39.5	39.4	40.9	2.34	2.34	2.23	92.64	92.17	91.07
Communications equipment	38.6	38.3	40.2	2.26	2.27	2.12	87.11	86.91	85.26
Non-metallic mineral products	42.9	43.7	43.6	2.50	2.49	2.34	107.07	108.64	102.09
Petroleum and coal products	42.7	43.2	41.9	3.38	3.38	3.23	144.10	146.14	135.44
Chemical and chemical products	40.3	40.2	40.8	2.60	2.61	2.45	104.68	104.65	100.06
Miscellaneous manufacturing industries	40.7	40.1	41.2	1.96	1.95	1.81	79.59	78.29	74.57
CONSTRUCTION	43.2	43.0	44.3	3.08	3.08	2.78	133.10	132.33	123.31
Building	40.6	40.3	41.5	3.15	3.14	2.85	127.97	126.59	118.22
General contractors	40.6	40.3	41.4	3.01	3.00	2.71	122.27	121.05	112.05
Special trade contractors	40.7	40.2	41.6	3.28	3.27	2.98	133.26	131.71	124.02
Engineering	47.7	47.8	49.0	2.98	2.98	2.69	141.83	142.17	131.92
Highways, bridges and streets	49.4	49.6	50.2	2.45	2.44	2.26	121.07	120.82	113.53
Other engineering	45.7	45.8	48.0	3.61	3.62	3.10	164.94	165.47	148.62
OTHER INDUSTRIES									
Urban transit	44.3	44.8	43.5	2.91	2.90	2.72	128.70	129.93	118.48
Highway and bridge maintenance	39.5	40.5	40.5	2.19	2.19	2.00	86.69	88.60	81.03
Laundries, cleaners and pressers	39.4	38.9	39.2	1.41	1.40	1.30	55.48	54.29	51.08
Hotels, restaurants and taverns	35.2	35.2	35.6	1.39	1.38	1.30	48.85	48.59	46.32

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1965—August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July*	40.2	2.40	96.45	129.6	110.9
August†	40.4	2.40	97.14	130.5	111.9

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	August 1967	July 1967	August 1966	August 1967	July 1967	August 1966
				$	$	$
Newfoundland	39.5	43.1	41.9	1.95	1.89	1.84
Nova Scotia	39.7	40.7	40.8	1.90	1.91	1.83
New Brunswick	40.7	41.4	41.9	1.96	1.94	1.79
Quebec	41.3	40.7	42.4	2.17	2.16	2.02
Ontario	40.5	40.3	40.9	2.52	2.52	2.35
Manitoba	39.4	39.7	40.4	2.15	2.14	1.94
Saskatchewan	39.4	40.0	40.0	2.46	2.49	2.28
Alberta	39.6	39.9	39.8	2.44	2.46	2.24
British Columbia	37.2	37.4	37.5	3.00	3.00	2.80

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act*

End of	*Total*†	*Employed*	*Claimants*
1967—August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300
September	4,535,000	4,370,100	164,900
August	4,596,000	4,408,800	187,200
July	4,539,000	4,343,000	196,000
June	4,532,000	4,350,700	181,300
May	4,487,380	4,209,540	277,840

*May 1966 to August 1967 revised on the basis of book renewal at June 1, 1966.

†Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, September 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	18,097	$ 435,064
Prince Edward Island	2,121	46,166
Nova Scotia	24,823	588,522
New Brunswick	18,232	421,773
Quebec	207,076	5,137,017
Ontario	254,274	6,304,809
Manitoba	15,961	363,472
Saskatchewan	9,421	213,457
Alberta	19,258	453,539
British Columbia, Yukon Territory	71,244	1,807,769
Total, Canada, Sept. 1967	604,507	15,771,588
Total, Canada, Aug. 1967	691,198	16,848,719
Total, Canada, Sept. 1966	512,608	12,264,891

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, September 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,779	1,213	566	1,677	1,025	652	630
Prince Edward Island	193	151	42	223	145	78	54
Nova Scotia	2,950	1,945	1,005	3,092	1,924	1,168	812
New Brunswick	2,366	1,687	679	2,356	1,493	863	763
Quebec	27,246	17,785	9,461	28,113	18,867	9,246	8,928
Ontario	30,572	21,369	9,203	31,648	20,711	10,937	10,464
Manitoba	1,794	1,395	399	1,680	1,031	649	489
Saskatchewan	1,179	923	256	1,109	694	425	395
Alberta	2,480	1,920	560	2,358	1,420	938	749
British Columbia	12,163	8,070	4,093	12,508	8,252	4,256	3,587
Total, Canada, September 1967	82,722*	56,458	26,264	84,764†	55,552	29,212	26,871
Total, Canada, August 1967	92,535	64,025	28,510	100,702	55,694	45,008	28,913
Total, Canada, September 1966	72,968	51,672	21,296	80,181	50,755	29,426	23,429

*In addition, revised claims received numbered 26,194.

†In addition, 27,537 revised claims were disposed of. Of these 2,853 were special requests not granted and 1,372 were appeals by claimants. There were 5,663 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 29, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Aug. 31, 1967	Sept. 30, 1966
CANADA	210,863	90,554	51,038	42,526	26,745	187,172	164,877
Male	123,320	59,847	28,742	21,060	13,671	113,175	95,292
Female	87,543	30,707	22,296	21,466	13,074	73,997	69,585
NEWFOUNDLAND	5,561	1,989	1,621	1,283	668	4,875	5,171
Male	4,028	1,527	1,227	873	401	3,535	3,846
Female	1,533	462	394	410	267	1,340	1,325
PRINCE EDWARD ISLAND	664	210	229	153	72	739	645
Male	339	108	131	68	32	483	385
Female	325	102	98	85	40	256	260
NOVA SCOTIA	8,323	2,995	1,929	1,748	1,651	8,940	8,676
Male	5,612	2,179	1,264	1,125	1,044	6,176	5,952
Female	2,711	816	665	623	607	2,764	2,724
NEW BRUNSWICK	6,853	2,490	1,621	1,711	1,031	7,810	7,769
Male	4,403	1,700	979	1,149	575	5,436	5,299
Female	2,450	790	642	562	456	2,374	2,470
QUEBEC	70,328	31,136	17,247	14,263	7,682	53,132	50,436
Male	44,696	21,758	10,907	7,943	4,088	32,040	30,080
Female	25,632	9,378	6,340	6,320	3,594	21,092	20,356
ONTARIO	78,456	33,445	19,075	15,663	10,273	76,561	56,300
Male	42,264	20,882	9,651	6,692	5,039	45,649	29,249
Female	36,192	12,563	9,424	8,971	5,234	30,912	27,051
MANITOBA	5,625	1,866	1,618	1,147	994	5,138	4,247
Male	2,591	979	726	462	424	2,316	1,907
Female	3,034	887	892	685	570	2,822	2,340
SASKATCHEWAN	3,131	856	975	738	562	3,024	2,805
Male	1,276	419	419	168	270	1,267	1,085
Female	1,855	437	556	570	292	1,757	1,720
ALBERTA	6,582	2,779	1,339	1,449	1,015	5,652	6,012
Male	3,013	1,365	499	644	505	2,894	2,731
Female	3,569	1,414	840	805	510	2,758	3,281
BRITISH COLUMBIA	25,340	12,788	5,384	4,371	2,797	21,301	22,816
Male	15,098	8,930	2,939	1,936	1,293	13,379	14,758
Female	10,242	3,858	2,445	2,435	1,504	7,922	8,058

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1967

	All-Items									
	Nov. 1967	*Oct. 1967*	*Nov. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949=100)					
St. John's, Nfld.*	130.8	130.8	127.3	126.5	122.8	129.8	126.1	191.2	155.9	120.5
Halifax	143.0	142.5	139.2	141.4	140.5	142.6	143.4	188.7	191.5	131.8
Saint John	145.7	145.7	141.5	143.6	139.6	143.5	155.1	214.3	175.8	131.5
Montreal	149.6	148.8	143.6	154.2	145.5	126.2	181.9	198.9	172.7	131.9
Ottawa	149.6	148.6	145.5	150.8	144.7	140.0	168.4	203.5	165.8	136.2
Toronto	152.5	151.8	148.1	144.9	154.3	142.3	159.1	191.3	211.7	132.7
Winnipeg	147.2	146.8	140.7	147.2	136.3	147.6	149.9	209.2	166.9	147.4
Saskatoon-Regina	141.5	140.6	137.1	146.0	134.8	145.6	142.0	166.8	165.9	129.3
Edmonton-Calgary	142.1	141.7	136.5	140.7	137.2	144.3	142.8	197.0	162.6	126.2
Vancouver	145.1	144.9	139.5	142.4	146.1	136.4	154.8	178.8	163.9	128.5

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as these laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18

*Preliminary.

TABLE G-2—Strikes and Lockouts, November 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	295	5,370
Mines	2	2,284	3,220
Manufacturing	37	10,114	167,770
Construction	5	522	8,000
Transportation and utilities	11	5,326	55,970
Trade	10	593	10,820
Finance	—	—	—
Service	3	14	310
Public administration	—	—	—
All Industries	70	19,148	251,460

TABLE G-3—Strikes and Lockouts, November 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	26	570
Prince Edward Island	—	—	—
Nova Scotia	2	570	1,250
New Brunswick	4	1,280	7,750
Quebec	13	5,383	27,860
Ontario	27	2,969	41,710
Manitoba	—	—	—
Saskatchewan	1	11	200
Alberta	3	272	3,600
British Columbia	13	4,770	116,420
Federal	6	3,867	52,100
All Jurisdiction	70	19,148	251,460

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			Nov.	*Accumulated*		
FORESTRY						
Columbia Cellulose, Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	4,620	10,920	Sept. 19 —	Wages—
MINES						
Mineral Fuels						
Acadia Coal Co. — McBean Mine, Thorburn, N.S.	Mine Workers District 26 (Ind.)	400	400	400	Nov. 8 Nov. 9	Alleged dispute between management and workers—Return of workers.
Non-Metal						
Asbestos Corporation Ltd., Thetford Mines and area, Que.	Mining Employees Federation (CNTU)	1,884	2,820	2,820	Nov. 14 Nov. 15	Alleged grievance—Return of workers.
MANUFACTURING						
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	42,380	Nov. 21 1966	Wages, union security, bonding of employees—
Canadian Celanese Ltd., Sorel, Que.	Textile Workers' Union Loc. 1434 (AFL-CIO/CLC)	739	3,700	10,840	Oct. 18 Nov. 8	Wages—15¢ an hr. increase retroactive July 1, 1967, 15¢ an hr. Nov. 1, 1968; other improved benefits.
Wood						
Several lumber companies, Various locations, British Columbia.	Woodworkers Various locals (AFL-CIO/CLC)	3,668	93,750	181,010	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	203	4,470	6,300	Oct. 19 —	Wages, hours, job evaluation—
Furniture and Fixtures						
Ten furniture manufacturing firms, Vancouver, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	227	4,990	13,200	Sept. 11 —	Wages, fringe benefits—
Paper						
Columbia Cellulose, Celgar Lumber Division & Celgar Pulp Division, Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,360	22,680	Sept. 18 —	Wages—
Scott Maritimes Pulp Ltd., Abercrombie, Pictou Co., N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	170	850	850	Nov. 15 Nov. 22	Disciplinary suspension of two workers—Return of workers.
Ontario-Minnesota Pulp & Paper Co. Ltd., Fort Frances, Ont.	Pulp and Paper Mill Workers Loc. 92 (AFL-CIO/CLC)	531	1,380	1,380	Nov. 23 Nov. 26	Not reported—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC	349	7,680	358,050	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			Nov.	*Accumulated*		
Primary Metals						
Kaiser Aluminum, Scarborough, Ont.	Steelworkers Loc. 4885 (AFL-CIO/CLC)	106	850	960	Oct. 31 Nov. 13	Wages, length of contract, shift differential—20¢ an hr. increase first year, 19¢ second year; plus fringe benefits.
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	5,060	6,540	Oct. 23 —	Delayed negotiations in a new contract—
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 (AFL-CIO/CLC)	220	880	880	Nov. 25 —	Wages, union security, seniority, management rights—
Machinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	6,080	48,670	June 21 Nov. 20	Wages in a new agreement—12% increase immediately, 6% in 1968; 2¢ an hr. increase for shift differentials; 3 weeks vacation after 10 years, 4 weeks after 25 years, other improved benefits.
Jeffreys Mfg. Ltd., Montreal, Que.	Auto Workers Loc. 1376 (AFL-CIO/CLC)	150	3,300	8,700	Sept. 11 —	Wages, union security, bargaining unit, seniority, vacations—
Burroughs Business Machines Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	175	2,280	8,590	Sept. 11 Nov. 20	Wages, cost-of-living bonus, fringe benefits—17¢ an hr. increase.
Transportation Equipment						
Blackstone Industrial Products Ltd., Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	210	9,670	Aug. 25 Nov. 2	Wages, fringe benefits—7% increase first year, 8% second year, 8% the third year, night shift premium increased to 9¢ first yr., 10¢ 2nd. yr., and 11¢ the 3rd yr.; other improved benefits.
Saint John Shipbuilding and Dry Dock Co. Ltd., Saint John, N.B.	Various unions	1,000	2,000	2,000	Nov. 20 Nov. 22	Protesting dismissal of 11 employees—Return of workers.
Electrical Products						
Fleetwood Corporation, Town of Mount Royal, Que.	Machinists Loc. 2146 (AFL-CIO/CLC)	375	3,000	3,000	Nov. 21 —	Retroactive pay—
CONSTRUCTION						
Alberta Insulators Contractors Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	240	2,880	2,880	Nov. 15 —	Wages—
TRANSPORTATION AND UTILITIES						
Transportation						
Various trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	1,400	4,900	Oct. 28 Nov. 2	Wages—80¢ an hr. increase over a 2-yr. agreement; work week shortened.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			Nov.	*Accumulated*		
Shipping Federation of Canada,* Montreal, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	3,000	48,210	48,210	Nov. 6 Nov. 28	Interpretation and application o the Picard findings—Court injunc tion issued, return of workers.
Communication						
Post Office Department,* Hamilton and Niagara Peninsula, Ont.	Letter Carriers Various locals (CLC)	635	1,270	1,270	Nov. 7 Nov. 9	Suspension of one worker—Re turn of workers when suspende worker reinstated.
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,450	21,540	May 29 —	Union recognition—
Cargill Grain Company Ltd.,* Baie Comeau, Que.	CNTU-chartered local	175	2,100	6,660	Sept. 25 Nov. 17	Not reported—25¢ an hr. increas retroactive Feb. 1, 1967, 20¢ Feb 1, 1968, 25¢ Feb. 1, 1969; time an one half for Saturday work establishment of a contributor pension plan, other improve benefits.
Various automobile dealers, Quebec and area, Que.	CNTU	150	3,250	3,250	Nov. 1 —	Wages, hours in first agreement—

*Federal Jurisdiction

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Canada Department of Labour/March 1968

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Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographical Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

labour gazette

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International Year For Human Rights 1968

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Cover Photograph

Pay, seniority and other provisions concerning office employees are surveyed in the concluding half of "Collective Agreements for Office Employees in Manufacturing," which appears on p. 144.

NFB photo

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50 Years Ago

From the Labour Gazette
March 1918

The Canada Registration Board was established in February to take an inventory of the manpower and womanpower of the country. The Canada Food Board also was set up to take over duties of Food Controller.

The Canada Registration Board was established, by an Order in Council dated February 23, 1918, to take an inventory of the manpower and womanpower of the country as part of the Government's policy of organization and mobilization to "enable Canada to make her maximum contribution towards the successful prosecution of the war in men, foodstuffs, munitions and ships."

A report on the setting up of the Board, which appeared in the LABOUR GAZETTE for March 1918, gave the names of its eight members, one of whom was a woman. The Chairman was Hon. G. D. Robertson, Minister without Portfolio; and the Chairman of the Military Service Council and the Director of Agricultural Labour were members ex officio. The other five members were named, but their occupations were not stated. The Board was said to be a subcommittee of the War Committee of the Cabinet.

The duties and powers of the Board were defined as being to provide for a registration of all male and female persons over 16 years of age living in Canada; to make arrangements to have at all times as accurate information as possible about the manpower and womanpower of the nation; to obtain an inventory of such industries as the Board might decide on as necessary to an accurate knowledge of the kinds of labour employed, the hours of employment, wages paid, and so on; and to lay plans for making "the eligible men and women of the nation . . . more readily available for such industries as are most essential for the prosecution of the war."

Another new body, the Canada Food Board, was established in February 1918 to take over the powers and duties formerly exercised by the Food Controller. The duty of the Board was generally to direct the production, conservation and distribution of foodstuffs "in the interests of Canada and the other British Dominions as well as the Allied Nations."

This journal said that industries east of Fort William had been closed down on February 9 to 11 by order of the Fuel Controller, but it said that, apart from this loss of time and some slackness owing to a scarcity of raw materials, employment had continued at a high level in February.

"A further decline in steel production was reported from Sydney, but there was improvement at Sydney Mines . . . The large steel works at Sault Ste. Marie were working at capacity." It was also reported that the output of the steel company in Sydney had been adversely affected by storms. At Westville, N.S., many men in the employ of the Nova Scotia Steel and Coal Company were laid off during part of the month because of a scarcity of fuel.

In St. Catharines also, some metal working shops were closed down for three days owing to fuel shortage. "Chatham, Ont., reported all foundries and machine shops so hampered by lack of fuel that one company closed down and laid off 80 hands . . . ."

U.S. Mining Disturbances

"The Mediation Commission appointed by President Wilson to promote peaceful industrial relations has submitted reports in regard to the labour disturbances which occurred in the copper mining industry in the Warren District of Arizona during June and July 1917, and the famous Mooney case in San Francisco," this journal said. "The disturbance in Arizona culminated in the deportation of 1,186 men to Columbus, N.M., by a sheriff and his deputies.

"The Commission found that the deportation was wholly illegal and that the constitutional rights of citizens and others had been ignored by processes not provided by law, and recommendations are made that the evidence should be brought before the proper authorities. In the Mooney case, the Commission recommends that Tom Mooney be given a new trial, and the hope is expressed that such action will be taken by the Supreme Court of California, before whom an appeal is now pending. In case the Supreme Court fails to take such action, the Commission recommends that the President use his good offices to invoke action by the Governor to the end that Mooney may have a new trial.

"The report states that the jury acted in good faith in Mooney's trial, but that, because of subsequent developments, there is doubt as to the justice of his conviction."

Deaths in U.S. Coal Mines

The United States Bureau of Mines reported that 2,695 men had been killed in coal mining in the United States during the year 1917. This was stated to be an increase of 470 compared with the previous year, and to be the largest number of fatalities recorded in the industry during the previous seven years. "It is said the demoralization caused by wartime conditions is largely responsible," this journal said.

Prices had been rising rapidly during 1917, and in February 1918 the average cost of a weekly family budget of staple foods in nearly 60 cities was $12.54, compared with $10.46 in February 1917 and $7.75 in February 1914.

In wholesale prices, the index number reached 263.5 in February compared with 217.3 in February 1917 and 136.6 in February 1914.

"Of persons other than citizens of the United States, 2,434 left the United States in December 1917 to take up permanent residence in British North America, as compared with 2,443 in November; 2,093 persons (other than citizens of the United States) departed from British North America in December to take up permanent residence in the United States, compared with 2,226 in November, indicating an inward balance for British North America of 340 in December," this journal reported.

Low-wage workers are falling behind financially

Workers in low-wage industries and low-wage provinces have fallen further and further behind their more fortunate colleagues during the 1950s and 1960s, a new Labour Department study shows. Geographically, the increasing gaps in income are most apparent in comparing incomes in Ontario and British Columbia with those in the Atlantic provinces, and to a lesser degree with those in Quebec and the Prairie provinces.

This information, and related data, has been compiled in a publication, "The Behaviour of Canadian Wages and Salaries in the Postwar Period," prepared by the Economics and Research Branch of the Department of Labour. The study covers the period 1949-65, and occasionally extends its findings into 1966 when data are available.

Industries in which growth in wages and salaries has been lagging behind that in other industries are food and beverages, leather, textiles, clothing and wood products. The high-wage industries have been iron and steel, transportation equipment, petroleum and chemicals.

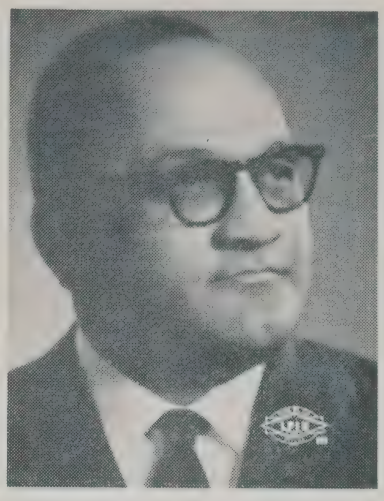
By almost any criterion, employees in British Columbia are the best off. Average weekly wages and salaries there in 1965 for all industries were $101.26, compared with a national average of $91.23. The average in the Atlantic region was $75.56, in Quebec $88.77, in Ontario $94.58 and on the Prairies $86.80.

Information retrieval installed at McGill

The Industrial Relations Centre of McGill University has announced the establishment of an information retrieval system, which is available to staff and personnel of organizations concerned with labour-management negotiation problems.

The system is designed to obtain readily, within 24 hours, information contained in major collective bargaining contract clauses in Canadian labour-management agreements. Such information can be useful in a variety of situations, including preparation for negotiations.

At the present time, information for manufacturing industries constitutes the base of the system. Data on the 100 largest corporations in Canada are available at this time. The service will eventually be expanded to include white-collar workers.



G. F. McCurdy

FEP Branch makes new appointment

George F. McCurdy, a native of Amherstburg, Ont., was recently appointed to the Fair Employment Practices Branch of the Department of Labour.

Mr. McCurdy, who is 48, will be mainly responsible for case investigation work in connection with complaints made under the Canada Fair Employment Practices Act, which forbids discrimination in employment or union membership in industries under federal jurisdiction on grounds of race, colour, religion or national origin. He will also be concerned in the development of an expanded program of public education and promotion that will be specially emphasized in this International Human Rights Year.

For the past nine years, Mr. McCurdy has been secretary-treasurer of the 30,000-member Ontario Provincial Council of the United Brotherhood of Carpenters and Joiners. He has also been a member of the National Education Advisory Committee of the Canadian Labour Congress, and he was one of 20 special mediators appointed by the president of the CLC to deal with disputes within the jurisdiction of the Congress.

The new official of the Department served in the Canadian army in World War II from 1940 to 1945. After the war, he took up the trade of a carpenter, and soon became interested in union work in Local 494 of the carpenters' union in Windsor.

I R Seminars to be held at Queen's University

Two seminars in industrial relations will be conducted at Queen's University, Kingston, in May this year, Dr. W. Donald Wood, Director of the university's Industrial Relations Centre, has announced.

The purpose of the "Industrial Relations 1968" seminar, May 6-10, is to sharpen perspectives for line and staff management in private industry and public employment through identification of current labour and industrial relations developments. In addition, the seminar will undertake an analysis of these developments, and re-examine policy and practice in this field.

The annual white-collar personnel seminar will be held May 26 to 31 and will promote more effective ways of managing, utilizing and motivating the rapidly growing number of white-collar employees in private industry, the service fields, and government employment. Participants in the seminar will include managers, supervisors and personnel staff in white-collar areas in both private industry and public employment.

The all-inclusive fee for each of these seminars is $350.00, which covers course registration, meals, lodging, banquet, receptions, books and supplies. Additional information, together with advance registration applications, may be obtained directly from the Centre.

Canadian union history is subject of new book

A new book, *The Trade Union Movement of Canada, 1827-1959*, by Charles Lipton, is a record of organized labour's progress through 130 years of Canadian history. Many outstanding events are described in the book, including strikes, negotiations, organizing campaigns, and legislative and political struggles.

Among the highlights is a study of how Canada's unions became associated with unions in the United States — the origin, status and significance of international unions in Canada. Mr. Lipton deals also with labour's continuing work in such fields as organization of the unorganized, the fight for better conditions, legislative and political action, peace, and Canadian independence.

The Canada Department of Labour Library, McGill University and the Purvis Institute in Montreal assisted the author in researching material for his book. The publisher is Canadian Social Publications Limited, Montreal.

New system will increase shipping competition

Transportation of goods by container may turn out to be even more revolutionary in its effects on intercontinental maritime traffic than the invention of the steamship, according to a recent article in the German newspaper *Stuttgarter Zeitung*. There is no doubt, the article says, that only navigation companies that adopt the container system have any chance of survival; and only ports that adapt themselves to this system will keep their position in international commerce.

European ports are finding that they must adjust themselves to the requirements of "containerization," and navigation companies are forming unions or pools to take advantage of it. The development of a large port, suitable for adaptation to the container system, is being considered for Bremerhaven, at the mouth of the Weser River. The port would serve Hamburg as well as Bremerhaven. The costs of development, amounting to several billion marks, would be borne by shipowners and the harbour authorities.

Container transportation by sea, it is predicted, will take over the transport of bulk shipments and will reduce retail handling of such shipments to the distribution of metal cases. Harbours will become mere distributing points from which goods will in turn be transferred to regional distribution centres. In Germany, the establishment of terminal centres in Frankfurt, Mannheim and Ludwigsburg is being considered. These three centres would be connected with Brême/Bremerhaven by a "container-carrier express," operating daily, beginning this year.

A programmed system will replace the traditional methods of loading and unloading, and will govern the distribution of the cases within the country, after they have been taken from the container-carrier ships.

Volume Necessary

In the United States, the loading and unloading of such ships is now controlled by computers, because it is only by the application of carefully worked out logistics that the container system can be successfully used. The system is profitable only when the volume of goods to be handled is sufficiently large. Actually, about 90 per cent of the retail goods carried by sea lend themselves to handling by the container method.

River transport will also be affected. In the United States, special vessels called "seabeans" have been built to push strings of barges on inland waterways. The position of interior distribution centres will by such means be strengthened at the expense of seaports in general.

Transportation by container will be possible only between highly industrialized countries, and the article predicts that, by 1975, about 70 per cent of seaborne commerce between such countries will be carried in this way. Competition, already stiff, will become a fierce battle for commercial survival. This revolution will put an end to conferences of shipowners and cartels, and new forms of co-operation will take their place.

CN plan pays employees to retire early

A voluntary early retirement incentive program for employees of the Government-owned Canadian National Railways has been announced by W. T. Wilson, Vice-President for Personnel and Labour Relations.

Under the program, employees aged 60 to 65 who volunteer to retire early will receive a special bonus. The company is offering to pay these employees the amount of pension that they would normally forfeit by early retirement. In addition, it is offering a "dislocation" bonus of $500 to $2,000. The plan, which is being instituted on a trial basis, should increase early retirement from the present rate of 300 persons a year to about 800 persons, Mr. Wilson said.

The purpose of the plan is to reduce the CN work force without laying off younger employees. At the same time, the company can determine employee reaction to early retirement. The first short-term application of the plan will be a "test period" during which the company will determine the reaction of employees, costs, and whether the plan should be extended.

In addition, arrangements have been made to have the retirement volunteers' CN pensions co-ordinated with the Canada Pension Plan, giving the 60-year-old about another $47 a month.

Eight unions unite to co-ordinate bargaining

To co-ordinate their bargaining activities in Canada, eight major unions in the broadcasting and communications industry have formed the Conference of Broadcasting and Communications Unions. Paul Siren, General Secretary of the Association of Canadian Television and Radio Artists, has been elected President.

Some of the unions have individual contracts with the CBC and private radio and television stations; others represent workers who manufacture equipment used in the communications field.

Parliament

Three acts of concern to labour that received the Royal Assent on December 21 (*Hansard* p. 5732) were: an act to amend the Government Employees Compensation Act (C-184), an act to establish a department of corporate and consumer affairs (C-161), and an act to establish a Canada Manpower and Immigration Council (C-150) (L. G., Feb., p. 73).

Nova Scotia group offers new service to industry

The increasing threat of provincial Government intervention in labour-management relations in Nova Scotia has prompted union and management leaders to initiate a service to industry through their Joint Labour-Management Study Conference.

The conference, held in Halifax in November 1967, was the sixth since the joint study was conceived in 1962 (L.G. 1963, p. 110). It plans to establish: a reception committee to advise and guide new industries that are locating in the province; consultant teams to help labour-management relations in industries already established; and a voluntary system of arbitration.

The advisory groups are expected to be operating early in 1968. Adoption of the system will be on a voluntary basis and it is expected that the program will take more than a year to get started. It will augment existing government machinery used to help solve problems of labour unrest.

Educational program will upgrade GM workers

About 150 blue-collar workers in Oshawa have been enrolled in an educational scheme that was established as a result of union pressure on federal, provincial and municipal governments. This plan, which was put into effect on October 30, 1967 as part of Oshawa's adult retraining program, covers the three subjects, mathematics, science and English at Grade 12 standard.

Designed exclusively for members of Local 222, United Automobile Workers, the 40-week program is intended to make it possible for those taking part to enter Durham College, an institution of applied arts and technology.

The union's idea is to raise the educational qualifications of GM employees so that they will have a better chance of getting new jobs in case a recession affects the company.



Photo by studio van dulang

Jacques DesRoches

New chief commissioner appointed to UIC

Jacques Marcel DesRoches was appointed Chief Commissioner of the Unemployment Insurance Commission for a 10-year term in December. He is the sixth Chief Commissioner since the UIC was formed (L. G. 1940, p. 996), and he succeeds Laval Fortier, who was recently appointed a Commissioner on the new Canadian Transport Commission.

Mr. DesRoches, who is a management expert, and has been in the federal public service since 1950, is the author of a number of papers and articles on organization and management.

In addition to the chief commissioner, the Commission is composed of two commissioners, one representing labour and one representing employers. The Commission reports to Parliament through the Minister of Labour.

The Unemployment Insurance Fund, which collects contributions in equal amounts from employers and employees and one-fifth of its revenues from the federal Government, has pumped more than $5.5 billion into the country's economy since it was established in 1940. More than two million claims were processed by the Commission in 1967, and more than $300 million in total benefits were paid out.

Woman appointed crown prosecutor in Quebec

The first woman to become a crown prosecutor, and the youngest of the 25 prosecutors who present evidence on behalf of the crown before judges and juries in the 20 Montreal District criminal courts, has been appointed by the Quebec Minister of Justice. She is Lise Pominville, 25, a law graduate of the University of Montreal.

OECD Council reviews world's economic situation

The Council of the Organization for Economic Co-operation and Development met in Paris in November and reviewed the economic situation of its member-countries, their economic relations with the rest of the world, and the work of the OECD itself.

Ministers of economic affairs from the member-countries attended, and noted that the slowdown of economic growth that began in 1966 now seems to have come to an end. The ministers predicted that, for the next year, the average growth rate of Gross National Product in the member countries may again reach about 4.5 per cent.

The ministers called attention to the positive outcome of the Kennedy Round negotiations, in particular for industrial products, and they stressed the importance of full implementation of the decisions taken there. Any failure in this regard, they said, would endanger future liberalization of trade, which is one of the conditions for economic growth of both developed and developing countries.

The ministers recognized the importance, for developing countries, of their exports of primary products, which continued to provide the bulk of their earnings. They noted the work being done in this field by various bodies, including the study to be undertaken by the International Monetary Fund and the International Bank of Reconstruction and Development.

The flow of public development aid increased slightly in 1966, but private capital exports to developing countries decreased. An increase in the total flow of resources to these countries seemed to be taking place in 1967. Some countries are now expanding their aid programs; others have fixed medium-term objectives for their future increases. These efforts notwithstanding, say the ministers, the prospects for the years ahead seem less favourable.

Canadian Delegation

Head of delegation: Hon. R. H. Winters, Minister, Department of Trade and Commerce, Ottawa. Other officials accompanying him were: J. H. Warren, Deputy Minister, Department of Trade and Commerce, Ottawa; D. S. MacDonald, Parliamentary Secretary to the Secretary for External Affairs, Ottawa; J. C. Langley, Assistant Under Secretary, Department of External Affairs, Ottawa; R. Y. Grey, Assistant Deputy Minister, Department of Finance, Ottawa; W. G. Pybus, Director, Section 1, Office of Trade Relations, Department of Trade and Commerce, Ottawa; L. E. Houzer, Permanent Mission in Geneva, Department of External Affairs, Geneva; J. A. Malone, Department of External Affairs, Ottawa; and C. J. Small, Permanent Representative to the OECD, Paris. The members of the permanent delegation to the OECD in Paris in attendance were: P. Charpentier, Councillor; J. R. Sharpe, Councillor; L. A. H. Smith, Councillor; and P. J. Beaulieu, First Secretary, Scientific Division.

Certified tradesmen exceed 134,000 in Ontario

The number of certified tradesmen in Ontario has exceeded 134,000, it was announced in January. The Minister of Labour, Hon. Dalton Bales, reported that nearly all of the tradesmen are engaged in trades that require compulsory certification.

The trade with the largest number of people is that of motor vehicle repairer, which has 53,183 tradesmen. The other trades that require compulsory certification, and the number of tradesmen registered in them, are: baker 13,055; hairdresser 34,136; electrician 18,665; sheet metal worker 3,418; plumber 4,831; steam fitter 2,993; refrigeration and air conditioning worker 1,372; and watch repairer 1,575.

Some trades require only voluntary certification; the numbers of tradesmen in these are: chef 384; radio and television repairer 441; and dry cleaner 31.

Creative unionism would aid collective bargaining

"Creative unionism," a term invented by Irving Stern, director of organization for the Amalgamated Meat Cutters' Union of Greater New York, could solve the inevitable conflicts inherent in collective bargaining.

Creative unionism is a form of preventive medicine, and would necessitate union's and industry's developing people for the specialized role of negotiator. The new breed of negotiator would have the ability to communicate with people, and have a comprehensive understanding of the collective bargaining system.

Mr. Stern suggested that months before a proposal is submitted to industry, the union staff and executive discuss and review goals with the membership. These preliminary discussions would pare down extreme proposals and set the bargaining sights at a realistic level. The new creative unionism, Mr. Stern said, would break the win-lose-power grip, making it unnecessary and even old-fashioned.

Commission reports on hours in trucking industry

A one-man Commission of Inquiry headed by C. A. L. Murchison, Q.C., has recommended to the Minister of Labour a series of major adjustments that would bring the trucking industry more closely into line with the hours-of-work requirements of the Canada Labour (Standards) Code by July 1, 1968.

The Commission recommended that office workers be brought fully within the Code, providing for a maximum workweek of 48 hours, and that hours worked over eight a day and 40 a week be paid at not less than one and one half times regular pay.

It was recommended that, between July 1, 1968 and July 1, 1969, maintenance workers have a maximum workweek of 56 hours, this to be reduced to a maximum of 52 hours after July 1, 1969.

City drivers, despatchers and warehousemen in this industry are to have a 56-hour week until July 1, 1969, when their maximum hours of work are to be reduced to 53. All of the various categories are to receive not less than time and one half their regular pay for overtime compensation.

Effective July 1, 1968, highway drivers are to work a maximum of 10 hours a day and 60 hours a week, with safeguards as to rest periods. The Commission recommended also that, prior to July, 1971, a further inquiry be conducted to bring about a further reduction in hours of work.

Mr. Nicholson said that the Commission's findings will be carefully examined, and recommendations made to the Governor in-Council.

New directory lists women's organizations

An important area of contact for the federal Women's Bureau in its studies of the problems of employed women or those entering or re-entering Canada's labour force is the national women's organizations. These organizations, many with international affiliation, represent thousands of Canadian women and are concerned with the status of women. In 1966, more than 30 of them formed a "Committee For The Equality Of Women In Canada" and presented a submission to the Government requesting the appointment of a Royal Commission on the Status of Women in Canada.

The aims, programs and current projects of these organizations are included in the 1967-68 issue of *A Directory of National Women's Organizations in Canada*. The Directory contains, in addition, the Order in Council setting up the Royal Commission on the Status of Women, the terms of reference, and the method of presenting briefs to this Commission.

The Directory is available, free of charge, by writing to the Women's Bureau, Canada Department of Labour, Ottawa, Ontario.

Symposium makes safety recommendations

A report on the international symposium on the safety of portable and mobile electric tools and appliances, held on October 23 to October 27 in Turin, Italy, has just been released by the Canadian Standards Association.

The symposium, organized jointly by the International Labour Office and the International Electro-technical Commission, provided an opportunity for delegates to compare different systems of protection for portable and mobile tools, and to discuss ways of increasing their safety in use. It also stimulated standardization activity both at the national and international levels in this field.

About 100 delegates from 26 countries, representing both the developing and the industrially established nations, attended the symposium.

The Canadian delegate, M. J. McKerrow, CSA Testing Laboratories, Rexdale, was sponsored jointly by the Canada Department of Labour, and CSA.

The symposium recommended:

- an international standard for earthing electrodes and grounding systems, including increased use of the differential circuit breaker as a ground continuity protection device;
- double insulated or completely insulated tools for maximum safety;
- an effective preventive maintenance schedule to ensure safe practices and no deterioration of the tool or system to the detriment of safety;
- extra low voltage equipment, including battery-operated portable tools, for extremely hazardous conditions.

ILO announces vacancies for administrators

The International Labour Office has announced two job vacancies for administrators. One expert in industrial relations, who is an experienced conciliator and mediator, and who is familiar with the general principles of industrial relations, is required in Lima, Peru to participate in the ILO's Technical Co-operation Program.

The duties are to advise and assist the Government of Peru in setting up and organizing a National Conciliation and Mediation Service and to help draft a Labour Code. Other duties are to prepare the budget of the service and to put into operation the machinery. Fluency in Spanish is required. The salary range is U.S. $10,730 to U.S. $13,909.

The second position requires a Chief of the Management Service Branch of the ILO in Geneva. The duties of the incumbent are to prepare short-term and long-term program proposals concerning the future operations of the branch; to allocate to the professional officials of the branch particular management services assignments within its approved program of work; to supervise the conduct of assignments and to assist the management services officials in technical matters; and to train the branch staff. The salary range is U.S. $14,800 to U.S. $17,735. There are, in addition, a family allowance, post adjustment and other benefits.

Information concerning other details and benefits and an application form for the two jobs may be obtained from: Canada Branch, International Labour Office, 178 Queen Street, 4th Floor, Ottawa 4, Ont.

New book published by IRR Association

The Industrial Relations Research Association has recently published its 1967 annual research volume, *International Labour*.

The book discusses many questions raised by the rapidly changing international economy. The editors have chosen articles that reflect both the European and American experiences.

The growth of free trade areas and corporations operating on an international scale has stimulated the flow of labour across national boundaries. The contributors examine the impact of unions on national policies in many countries. In addition, they offer conclusions on how best to adjust the wage and manpower policies of the international labour front to consistent standards.

The purpose of the book is to promote interest in further international studies to facilitate both the transfer of experience and the solution of problems, and to advance the degree of harmonization of industrial and social conditions, in the hope of promoting amity between nations.

One of the five editors of the book is William R. Dymond, Assistant Deputy Minister, Department of Manpower and Immigration, Canada.



George Meany

Elected for Seventh Term

The Seventh Biennial Convention Of the AFL-CIO

A plea by President Johnson for restraint in wage demands was rejected by leaders of the AFL-CIO at the Federation's seventh biennial convention, held in Bal Harbour, Fla., early in December. They expressed their readiness, however, to accept "equality of sacrifice," if it were imposed by Congress by means of wartime controls on prices, profits, dividends, salaries of business executives, and rents, as well as wages.

Speakers of note at the meeting included President Johnson, Secretary of State Dean Rusk, and Secretary of Labor W. Willard Wirtz. Except in the matter of wage restraint, President Johnson's statement of the achievements and policies of his administration, including his policy on the war in Vietnam, was warmly supported by the delegates.

President George Meany defended the Federation's record in a speech that, without mentioning Walter Reuther's name, amounted to a rebuttal of the UAW President's charges that the Federation has lost its crusading spirit and had become "a complacent custodian of the *status quo*."

As evidence of the movement's vitality, the speaker pointed to the steady growth of the American labour movement, which had increased by 1.5 million members to about 14.3 million since 1965, and what he called significant gains in organizing public employees.

Mr. Meany said the over-riding fact that was, and must be, the primary concern of the AFL-CIO on the war in Vietnam was the existence of a free trade union movement in South Vietnam. He could not understand how any trade unionist could advocate a course that would abandon those unionists to "certain destruction."

Secretary of Labor Willard Wirtz warned the Federation that "today there is a danger where there was not before, that wages and prices will move up to the point where the gains are as nothing . . . where the costs of them will be greater than their gain."

Speaking to the 1,000 delegates representing 129 unions, Mr. Wirtz said, "It would be fair neither to you nor to me if I were not to say that I feel a larger concern today than I have at any point before about spiraling wages and prices." Stopping inflation was never easy, he said. He opposed "a decimal-point guideline" policy, such as that in effect until late in 1965, based on the Council of Economic Advisers' estimate of the increase in national productivity. He was also opposed, under present circumstances, to wage and price controls. What was crucial was voluntary restraint in bargaining and price-setting, as urged by President Johnson, and a sound monetary and fiscal policy that would include tax increases.

William Ladyman, General Vice-President of the Canadian Labour Congress, devoted a large part of his address to a discussion of the unique relationship between workers in the United States and those in Canada, in that some 70 per cent of Canadian union members belong to international organizations.

"It is obvious," he said, "that the only successful way to compete with the giant international corporations . . . is to face them with the countervailing power of international unions; and, at times, not only with one international but several, working together around the conference table." Although the CLC valued this relationship, it was strongly opposed to any outside attempt to impose conditions on Canadian subsidiaries that were in conflict with Canadian economic or political interests.

The convention dealt with 263 resolutions and proposals, and it adopted 109 programs and policies covering various aspects of American life and the country's relations with other nations. Only 22 resolutions were rejected, but 48 were referred to the executive council for further study or action.

The delegates unanimously agreed to amend the Federation's constitution by two changes. One of these was to abolish the eight-man executive committee that had been inactive since 1965. The other eliminated the necessity for yearly meetings of the general board of union presidents or their representatives, and made future meetings subject to the call

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A Review of 1967—

And the Outlook for 1968

Canadian exports continued to grow at a rapid pace in 1967. Despite a general slow-down in the rate of expansion of world trade and production, Canada can expect to meet the objective of $11.25 billion of exports set by the Department of Trade and Commerce for 1967, said Hon. Robert H. Winters, in his recent annual yearend report and economic forecast.

Canadian employment and output advanced also, but at a slower pace, the Minister said. Rising costs continue to exert upward pressure on Canadian prices, and corporate profits have dropped.

The report explained that aggregate economic activity continued to expand, but at a reduced pace. Canada's Gross National Product in 1967 was about 7 per cent higher than it was in 1966, but in real terms rose by only 2.5 per cent. The report attributed more than half of the total GNP increase to higher prices.

Employment, on average, was more than 3 per cent higher in 1967 than in the preceding year. But because new job opportunities did not fully keep pace with the increase in new jobseekers, the report explained, unemployment is somewhat higher now than it was a year ago; and for 1967, it averaged just over 4 per cent of the labour force, compared with 3.6 per cent during 1966.

Target Increase

The report announced that the target increase of close to $1 billion in merchandise exports in 1967 had been realized, despite a slackening of demand in major foreign markets.

The largest single increase in export sales during 1967 occurred in automotive products, the report stated. Continuing rationalization of the Canadian and U.S. industries, arising from the automotive agreement, was accompanied by a substantial boost in two-way trade. Exports of automotive products in 1967 were more than half as high again as the $1 billion figure attained in 1966.

The report attributed the strong use in imports during 1967 to expanded cross-border trade in automotive products, and a continuing firm domestic market for consumer goods. 1967 will bring a surplus of $350 to $400 millions from tourism, which was associated with EXPO and other Centennial attractions, compared with the 1966 deficit of $60 million.

Thus the position on all current transactions, both goods and services, improved markedly during the past year. The report suggested that, according to available evidence, the 1966 current account deficit of $1,137 million has been reduced by at least one quarter.

Costs and Prices

Little apparent slackening was noted in the upward pressure of costs and prices. Manufactured goods prices are up by 2 per cent, consumer prices by 3.5 per cent, and the price component of the GNP by 4.5 per cent. The report attributed higher prices and lower profits to the upward movement of unit costs.

The present inflationary dilemma is attributed to lagging productivity. The difficulty is compounded in the current situation by continuing demands, in both the private and public sectors, for higher incomes and benefits out of line with productivity trends. Added demands for funds, superimposed upon an inflation-conscious capital market, contributed to unusually high interest rates, which in turn accentuated the upward movement of costs, the report explained.

The report referred to the measures taken by the Minister of Finance to reduce the growth of government demands upon the economy through his fiscal objectives, and, at the same time, to relieve pressures in the financial market (L. G., Jan., p. 10). The report asked that comparable restraint with respect to income be exercised by all groups in the community in order to contain the disruptive forces threatening Canada's prosperity.

Export Goal

Looking ahead, the Department of Trade and Commerce has set the 1968 export target at $12.3 billion, which will mean an increase in exports greater than that achieved in 1967. The report predicted that:

- external demand for exports will rise in 1968;
- faster growth in the industrial nations will strengthen world commodity markets with consequent benefit to the food and basic material producing areas of the world;
- exports of automotive products are likely to show much smaller growth than the huge increase resulting from the initial beneficial impact of rationalization and
- substantially greater gains in other export categories will have to be met to realize this target.

In addition, the report described the ministerial meeting of the General Agreement on Tariffs and Trade (GATT) in November 1967, at which Canada, along with the world's other trading nations endorsed the objective of further trade liberalization. The member countries established a program to identify the remaining barriers to trade, and to examine the means of overcoming them. Canada is also exploring new avenues of access to international markets. These include bringing developing countries to fuller participation in the international trading system.

International trading arrangements, the report concluded, must provide scope for the realization of the growing potentialities of both advancing technology and increasing productivity.

The Health and Safety of the Worker

More than 200 delegates from across Canada attended the Fifth Conference on Health and Safety sponsored by the Canadian Labour Congress

The need for organization and integration of safety committees in all industries was the theme of the Fifth Conference on Health and Safety, held at London from November 19 to 23, 1967. Sponsored by the Canadian Labour Congress, the conference drew more than 200 delegates from union locals across Canada to discuss problems concerning the safety of workers.

The keynote speech was given by Joe Morris, Executive Vice-President of the CLC. He drew attention to the pivotal role that the individual worker has to play in occupational health and accident prevention programs. He emphasized that the worker has the biggest stake in a healthy workplace. The workers of Canada must join together and take the initiative if they are to attain the goal of eliminating occupational safety hazards.

Government legislation is vital to the safety program, Mr. Morris said, but it is not sufficient for the prevention of accidents, which depends also upon the participation of both management and labour. He defined the role of the employer for promoting safe working conditions:

- to provide proper safety equipment;
- to be responsible for the procedures set up for the reporting of accidents;
- to be responsible for the notification to the union of any and all accidents;
- to provide access to all parts of the plant;
- to be responsible for providing replacement for members of the committee whose task it is to investigate and report on accidents; and
- to be responsible for providing funds necessary to prosecute and develop the safety program.

Labour's role, he said, is:

- to provide training, information and education in the promotion of a safety program;
- to convince workers that accidents can be prevented;
- to investigate all accidents and make recommendations regarding the elimination of hazards; and
- to participate fully in a safety program.

Mr. Morris called the plant safety committee "the operative mechanism of the safety program." He then discussed the duties of the safety committee. "Basically, the measures for accident prevention in any industry must be initiated and maintained by management, although labour must be the activator when necessary," he said.

Six discussion groups were formed to discuss Mr. Morris's paper and to make some recommendations to the 27-member CLC Committee on Health and Safety. Among the recommendations were the following:

1. labour, management and government should revise, review and update safety legislation;
2. management should take greater care in hiring and training people for the more hazardous jobs;
3. safety committees be protected under the Factory Safety Act;
4. both health and safety in industries should be co-ordinated by the safety committees;
5. the safety committee should be permitted to discipline low-level supervisory personnel who disregard safety precautions; and
6. union members of the safety committee should report unsafe practices of other union members, and labour and management should co-operate to enforce safety standards.

The groups also discussed the difficulty in getting people to serve on safety committees. Some delegates pointed out that one of the chief tasks of a safety program is to educate workers to participate in committees and to take an interest in safety, both at work and elsewhere. The delegates were reminded that, although the primary responsibility for seeing that safety measures are observed belongs to management, labour must also do its part to co-operate with management for the safety of the worker.

The guest speaker was Howard Pyle, President, National Safety Council of the United States, who spoke on the necessity of organization for safety. "There is nothing as imperative as organization," he told the delegates. Communication of safety programs is carried through organization, as the experience of the National Safety Council shows, he said.

There is no need for either divisions over safety or for partisanship. "The aim of safety programs is to see that men, women and children are relieved of tragic consequences of premature death or injury," he said.

Mr. Pyle then called for more and better organization, informed leadership, and use of modern techniques, and he urged the delegates to participate in reviving universal interest in safety programs.

The conference delegates also took the opportunity to divide into interested workshop groups to discuss problems of particular concern to their own occupations. The groups discussed federal safety legislation, industrial noise, safety in construction, service, mining trades, ionizing radiation hazards, and defensive driving.

Agreeing that psychological safety factors are ignored in health and safety programs, Dr. Ernest Mastromatteo, chief of the Occupational Health Service, Ontario Department of Health, said that this, in his opinion, is a neglected field.

In an address on occupational diseases, he said that skin cancer has been found to be on the rise in machine shops where workers use lubricating oils. Although the skin cancer does not become malignant and can be halted, it is an area where greater precaution should be taken.

Dr. Mastromatteo said that his department cannot enforce recommendations affecting occupational diseases. Instead, it makes recommendations to the Ontario Departments of Labour and Mines, where legislation can be enacted.

"Pneumoconiosis" is the subject of an extensive report on lung disease and death caused by breathing dust-polluted air, which appeared in the September-October issue of the *ILO Panorama*.

The British Ministry of National Insurance has reported that dust created in asbestos manufacture led to a 180-per-cent increase in diagnosed cases of pneumoconiosis between 1960 and 1965. Coal mining in 1960 in Britain accounted for 3,300 cases of disease contracted by inhaling dust particles in the air, and more than 1,000 cases in 1965.

The report notes that the total number of new cases of disease recorded in Britain has decreased steadily from 3,654 in 1960 to 1,403 in 1965. Although improved meth-

ods of air circulation in coal mining and the reduction of the number of coal mines in operation accounts for a major portion of the decrease, there is no apparent improvement in the figures for more than 30 other industries that are listed in the returns.

The report describes the nature of the damage to the lungs, which varies with the particular dust inhaled. In general, the disease leads to the development of fibrous or scar tissue on the spongy substance of the lung, reducing its elasticity and diminishing the surface area for the absorption of oxygen into the blood from the air. The progressive nature of the disease is its most important characteristic, and this is aggravated by any infection, particularly tuberculosis, with which the disease is frequently associated.

Several methods for the reduction of the hazard of contracting pneumoconiosis, or arresting the disease once it is diagnosed, are suggested. An infected worker should be removed from further exposure. Substitution of certain materials used in manufacture or grinding has been successful in reducing the risk of inhaling noxious dusts. Mechanical rather than human handl ng of dust-creating materials reduces the hazard of exposure to the dust. Exhaust ventilation is the most commonly used method of removing dust particles from the air. The reduction of dust by the use of water or wet sawdust has many sophisticated applications, particularly where ventilation is difficult or impossible. But personal protection and medical examination are no substitute for efficient dust control, the report notes.

"Occupational Health—a Field for Trade Union Action" is the title of an article appearing in the September issue of *Free Labour World*, published by the International Confederation of Free Trade Unions, Brussels. The article is based on a report submitted by the British Trade Union Congress to a recent Commonwealth trade union conference.

A wide variety of health hazards are encountered, not only in industry, but also in commerce and agriculture. These may be physical hazards such as excessive air pressure, undue heat or cold, poor lighting, excessive noise and vibration, and radiation. Chemical hazards include dust, fumes, and gases that may cause damage to lungs or other organs. Biological hazards may range from anthrax, which can affect those handling hides of infected animals, to brucellosis, a disease of cattle that can be transmitted to man. The list also includes psycho-social problems that may lead to diseases caused by fatigue or stress—peptic ulcers, coronary thrombosis, hypertension and psychoneurosis.

The report calls for trade unions to promote and press for research and to assist it themselves by taking and submitting notes concerning such health hazards. The article cites several examples in which the British TUC was successful in setting up centres to investigate areas or occupations involving disease risks. It notes that the identification, prevention and treatment of industrial diseases are continuing functions that should be more efficiently performed as trade unions gain experience and as social services expand.

15th Annual Report

Injuries to Public Service Employees Cost Approximately $5,000,000 in 1966-67

The fifteenth annual report on claims by employees of the Public Service of Canada for work injuries received during 1966-67 was released recently by the Accident Prevention and Compensation Branch of the Department of Labour.

Although the total number of employees covered by the Government Employees Compensation Act increased during the year by 2.1 per cent, the number of accidents reported rose by 2.9 per cent. The increase in work-connected injuries is attributed to the increase in total employment, and to the reporting of some accidents previously not considered reportable. The report says, however, that most of these accidents were in the "preventable class."

Disbursements for compensation, medical and hospital services, administration expenses, and salary in lieu of compensation reflect an increase of more than $400,000 over the 1965-66 total. The sum of these direct costs will be almost $5 million, an increase of 8.7 per cent.

The report points out that this is the so-called direct cost only; that administrators and other officers must give thought to the substantial indirect costs such as those caused by work interruptions, delayed services, involvement of supervisory staff, and loss or damage to material and equipment. The report estimates that the ratio of indirect costs to direct costs is about four to one, boosting the total accident bill close to $25 million for the year.

The total number of work injuries reported was 20,331, an increase of 575 over the total for the previous year. There were 12,041 minor injuries, 2,948 compensation cases, 4,928 injury leave cases, 14 permanent disabilities, 7 fatalities, and 393 disallowed claims.

The report estimates that:

- one employee in every 12 had a claim of some kind;
- one employee in every 30 had an accident causing lost time;
- one employee in every 2,396 had a claim for permanent disability; and
- one employee in every 34,571 died as a result of an employment-connected accident.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $3,288,207, an increase of 9.25 per cent over the total for 1965-66. An additional $434,347 was paid to the Provincial Workmen's Compensation Boards for their administration services under the Act.

About one third of the total payment in benefits was for hospital and medical costs. The remaining two thirds compensated the income loss of injured or deceased employees.

Salary paid in lieu of compensation under the injury leave provisions amounted to $1,259,722, which was an increase of $56,410 or 4.7 per cent more than the previous year's total. Including the expenses for administration charged by the provinces, the compensation benefits, and the salaries paid in lieu of compensation, the direct gross costs resulting from the injuries suffered by persons employed in the federal public service totalled $4,982,276. On this basis, the average cost for each employee is approximately $21.00.

The total number of actual days lost, excluding waiting periods, was 180,400. This is equivalent to the year-round employment of about 694 employees. The accident frequency rate for the public service as a whole was 16.99 during the year, compared with 17.22 during the previous year.

The UAW-Auto Industry Agreements

The Ford Motor Company and the United Automobile Workers in Detroit reached a tentative agreement on a new contract on October 20. The agreement was ratified by union members across the country in the course of the next few days, and employees of the company began going back to work, ending a strike that began on September 7.

After reaching agreement with Ford, the UAW turned its attention to the Chrysler Corporation, and on November 8, the conclusion of an agreement between the company and the union was announced. Agreement between General Motors Corporation and the UAW in Detroit was reached on December 15.

Skilled tradesmen were to receive an increase of 50 cents an hour plus 3 per cent in the second and third years. These increases, together with "the impact of the 'roll up' factor," were estimated to amount to an average of $1.02 for the average skilled worker during the three years.

This time, the skilled tradesmen had it in their power to block the ratification of a contract, and it had been thought that this might happen. But skilled workers in the Ford factories voted 70 per cent in favour of acceptance. Later, skilled workers at Chrysler voted only 55 per cent in favour of ratification of their contract. At Ford, the union members as a whole voted 90 per cent in favour of acceptance; and at Chrysler about 70 per cent did so.

Full Protection

Ford employees were to continue to "enjoy full protection against increases in the cost of living." The contract provided for a guaranteed annual income credit plan. The union announcement said that this plan would be "graduated on the basis of seniority," and would assure most of the employees 52 weeks of income at 95 per cent of take-home pay, minus a deduction of $7.50 for "job-related expenses."

Other fringe benefits included:

- supplemental unemployment benefits for all short workweeks increased to 80 per cent of gross pay;
- basic pensions increased from $4.25 a month for each year of service to $5.25 in the first year of the contract; wage-related pensions, which will become effective on January 1, 1969, will further increase pension benefits to $5.50, $5.75 and $6, depending on the worker's classification;
- basic pension benefits for the 28,000 retired Ford workers to be increased by $1 a month for each year of credited service 90 days after the effective date of the agreement;
- number of paid holidays increased from nine to eleven; and
- a Christmas bonus of about $30 in December 1967 to every worker with one or more years of seniority.

The union failed to reach its announced goal of wage parity between Ford workers in the United States and those in Canada. The reason given for this failure was that because the parent company and its Canadian subsidiary are separate concerns, the matter could not be settled in the American negotiations.

Ford Layoffs

When the Ford strike began in the United States, it was said that about 11,000 Ford workers in Canada would be laid off within about 10 days, on account of the failure in the supply of parts that ordinarily come from the U.S. When the strike was settled, it was announced that the Ford Motor Company of Canada expected to have all its plants back in operation five working days after the strikers in the American plants returned to work.

The terms of the agreement between the UAW and the Chrysler Corporation were almost identical with those of the Ford agreement — the important difference being that Chrysler undertook to eliminate completely by June 1, 1970 the difference between the wages paid to workers in the United States and those in Canada.

The Chrysler contract provided for wage and fringe benefit increases for Canadian employees of more than $1 an hour, with some wage gains alone amounting to 93 cents an hour during the three-year term of the contract.

Wage Differences

The difference in basic wages between U.S. and Canadian rates amounted at the time of signing the new agreement to 30 cents an hour for major assemblers, who were getting $2.98 in the U.S. under the previous agreement. But differences in cost of living bonuses reduced the net differential to 22 cents. The differential was greater for more highly skilled employees.

Under the agreement, the base-rate differential was to be reduced by 8 cents immediately by the incorporation into the new base rate of 26 cents of the Canadian cost of living bonus and 18 cents of the U.S. bonus. The remaining difference was to be reduced for the 11,000 Canadian employees of Chrysler by 10 per cent on June 1, 1968; by 15 per cent on December 1, 1968; by 20 per cent on June 1, 1969; by 25 per cent on December 1, 1969; and by the remaining 30 per cent on June 1, 1970. The rates given were in Canadian currency for employees in Canada and in U.S. currency for employees in the United States.

Although the American settlement thus covered the wage question for Canadian as well as U.S. employees, bargaining remained to be done in Canada regarding such fringe benefits as pensions and health, welfare, and life insurance. The November 15 deadline for a new contract set by the Chrysler Canada local of the UAW was extended for about 60 days to give time for bargaining on these questions and on working conditions and plant practices such as rest and wash-up periods.

Another point that was left for the Canadian negotiations was the union's demand for a common termination date for the Canadian and American contracts. The current U.S. contract expired on September 7 and the Canadian one on November 15.

GM-UAW Agreement

The contract agreed upon by the union and General Motors Corporation was again almost identical with the contracts reached by the union and the other two

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Collective Agreements For Office Employees in Manufacturing — Part II

Pay, Seniority and Other Provisions

This is the second half of a study of provisions found in 178 collective agreements covering 19,660 office employees in Canadian manufacturing industries. Part I, concerning hours of work, union security, vacations, holidays and other provisions, was published in the January issue of the LABOUR GAZETTE, p. 27.

The complete study, including the charts and tables that have been omitted from or compressed in this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour, Ottawa.

Pay for Time Not Worked

Provision for a working day off with pay for all holidays falling on a Saturday that is not normally worked was contained in 60 agreements affecting 5,590 employees. Provision for a working day off with pay for all holidays falling on a Sunday that is not normally worked was stipulated in 69 agreements covering 7,560 employees. Provision for extended vacations where a paid holiday falls within an employee's vacation period was stipulated in 62 per cent of the agreements affecting 68 per cent of the employees. Only 8 per cent of the agreements, covering 10 per cent of the employees, made provision for paid meal periods.

About one third of the agreements examined, covering approximately one quarter of the employees, made provision for rest periods. The most frequent provisions, two periods a day, 20 minutes in total, and two periods a day, 30 minutes in total, were found in 27 agreements affecting 1,180 employees, and 21 agreements covering 1,500 employees respectively.

Almost half of the agreements examined, affecting half of the employees, made provision for paid leave in the event of death in the family. Provision for paid leave for jury duty and/or court witness was found in two fifths of the agreements affecting one half of the employees.

Premium Pay for Time Worked

Overtime compensation after daily hours was found in approximately three quarters of the agreements, affecting about two thirds of the employees. The most frequent provision, time and a half, occurred in 38 per cent of the agreements, covering 37 per cent of the employees. Premium pay of time and a half is also the most frequent provision for overtime compensation after weekly hours. It occurred in 30 per cent of the agreements, affecting 30 per cent of the employees.

Compensation for work on paid holidays was stipulated in 79 per cent of the agreements, affecting 89 per cent of the employees.

An analysis of the agreements indicated that time and a half for overtime compensation on Saturday or the sixth day not normally worked was the most frequent provision. This provision occurred in about one third of the agreements examined, covering 39 per cent of the employees. Premium pay of time and a half occurred in 26 per cent of the agreements, and premium pay of double time for overtime compensation on Sunday or the seventh day not normally worked also occurred in 26 per cent of the agreements, affecting 44 per cent of the employees receiving time and a half, and 29 per cent of the employees receiving double time.

Pay Guarantees

Only 3 per cent of the agreements, affecting 1 per cent of the employees covered, made provision for reporting pay guarantee. This guarantee amounted to 4 hours of work or pay. Approximately one third of the agreements, covering three fifths of the employees, made provision for call in (back) guarantee. One of the most common provisions, occurring in 7 per cent of the agreements covering 22 per cent of the employees, was a minimum of 3 hours at straight time.

One quarter of the agreements, covering about one third of the employees, made provision for maternity leave. Only 12 per cent of the agreements, covering about one fifth of the employees, made provision concerning the employment of older or handicapped workers.

Seniority

Approximately half of the agreements, covering two thirds of the employees, stipulated that seniority governs promotion where qualifications to perform the job are equal or equivalent. Two fifths of the agreements, affecting 45 per cent of the employees, provided that, in the event of a layoff, senior employees are to be retained, provided that qualifications or ability to perform available jobs are sufficient and normal or average.

Retention of seniority during the term of a layoff was found in 75 per cent of the agreements, affecting 75 per cent of the employees. The most frequent provision, 12 months or less retention, was found in 29 per cent of the agreements, covering 14 per cent of the employees.

Provision concerning the seniority of employees who are transferred out of a bargaining unit was found in 45 per cent of the agreements, and included 51 per cent of the employees. Provision concerning seniority on transfer into a bargaining unit was mentioned in 20 per cent of the agreements, and covered 26 per cent of the employees examined in the study.

Miscellaneous Provisions

Provision for preferential treatment for union officials in case of layoff was made in 25 per cent of the agreements, affecting 31 per cent of the employees. Travelling expenses and/or living allowances for employees on company business were provided for in only 12 per cent of the agreements, covering 12 per cent of the employees.

Some provision regarding advance notice and/or consultation with regard to new techniques of operation was contained in 22 per cent of the agreements, affecting one fifth of the employees. One fifth of the agreements examined, covering 23 per cent of the employees, had provisions limiting or prohibiting moonlighting.

Payment of wages once a week was the most common provision concerning frequency of paydays, and it appeared in 34 agreements affecting 4,270 persons. Some

This study was planned and carried out by R. M. Charlton under the supervision of Félix Quinet, Chief, Collective Bargaining Division, and with the assistance of Barry Maloney, Emile Vallée, and Daniel Stace. Jean-Paul Ferland also assisted in the preparation of the coding schedule used in the analysis of the provisions. The Department wishes to acknowledge the co-operation of the companies and unions that made available the collective agreements required for the study.

It should be noted that, in a number of cases, the language used in the agreements was not altogether clear; in such instances, the provisions were classified, subject to the proviso that they may be open to other interpretations as well.

108 agreements contained no provision regarding paydays.

One half of the agreements, covering 48 per cent of the employees, made provision for meal periods ranging from 30 to 90 minutes. The most frequent, 60 minutes, was contained in 17 per cent of the agreements, affecting 11 per cent of the employees.

Notice of layoff was stipulated in 60 per cent of the agreements, affecting 62 per cent of the employees. The length of notice varied from 1 to 14 days. The most common provision, for 14 days, was found in 34 agreements covering 2,710 employees — that is, 19 per cent of the agreements, affecting 14 per cent of the employees.

Provision concerning the posting of job vacancies was found in 62 per cent of the agreements, and affected 68 per cent of the employees. Provision for some form of severance pay and/or supplementary unemployment benefit plans was found in 31 per cent of the agreements, affecting 62 per cent of the employees.

About 86 per cent of the agreements, covering 88 per cent of the employees, were approximately two to three years in duration. Some 55 per cent were signed for periods ranging from 21 to 26 months, and 58 per cent of the employees were covered by these agreements. And 31 per cent of the agreements, covering 30 per cent of the employees, were signed for a period of 33 months or more.

Term of Agreements

Months	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Under 15	17	10	1,030	5
15 - 20	8	4	1,020	5
21 - 26	97	55	11,410	58
27 - 32	1	—	270	2
33 or more	55	31	5,930	30

The dash indicates a percentage of less than 0.6.

Coverage by Industry

Industry	Agreements	Employees Covered
Foods and beverages	18	520
Rubber products	4	250
Textile products	2	40
Wood products	2	30
Paper products	34	1,940
Printing and publishing	24	3,050
Iron and steel products	37	2,950
Transportation equipment	20	3,630
Non-ferrous metal products	4	600
Electrical apparatus and supplies	20	6,200
Non-metallic mineral products	3	80
Products of petroleum and coal	1	10
Chemical products	6	240
Miscellaneous manufacturing industries	2	50
More than one industry	1	70

Seniority

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Seniority on promotion				
No specific provision	25	14	1,930	10
Seniority taken into account together with other factors	27	15	2,210	11
Seniority governs where qualifications to perform the job are equal (equivalent, etc.)	92	52	13,220	67
Seniority governs where qualifications to perform the job are sufficient (normal, average, etc.)	34	19	2,300	12
Straight seniority	—	—	—	—
Seniority on lay-off				
No specific provision	5	3	360	2
Seniority taken into account together with other factors	30	17	2,570	13
Senior employee retained provided his qualifications (or ability) to perform available job are equal (equivalent, etc.)	59	33	6,780	34
Senior employee retained provided his qualifications (or ability) to perform available job are sufficient (normal, average, etc.)	70	40	8,820	45
Lay-off on the basis of straight seniority	13	7	1,090	6
Other	1	—	40	—
Retention of seniority during term of lay-off				
No specific provision	45	25	4,940	25
12 months or less	51	29	2,730	14
13 - 24 months	8	5	710	4
25 - 36 months	4	2	200	1
Maximum, graduated according to length of service				
12 months or less	9	5	390	2
13 - 24 months	20	11	3,250	16
25 - 36 months	20	11	4,060	21
Over 36 months	7	4	400	2
Indefinite or unspecified retention of seniority for all employees	12	7	2,510	13
Limited retention of seniority for certain employees, indefinite for others	2	1	470	2

Pay for Time not Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Provision concerning paid holiday falling on Saturday (not normally worked)				
No specific provision	101	57	10,430	53
Working day off with pay for all holidays	60	34	5,590	28
Working day off with pay for certain holidays only	7	4	3,040	16
Other	10	5	600	3
Provision concerning paid holiday falling on Sunday (not normally worked)				
No specific provision	100	56	11,560	59
Working day off with pay for all holidays	69	39	7,560	38
Other	9	5	540	3
Rest periods*				
No specific provision	115	65	15,320	78
Once a day				
10 minutes	1	—	800	4
15 minutes	10	6	380	2
Twice a day				
20 minutes in total	27	15	1,180	6
25 minutes in total	1	—	20	—
30 minutes in total	21	12	1,500	8
No time specified	3	2	460	2
Sick pay				
No specific provision	68	38	8,110	41
Provision for sick leave with pay	58	33	5,740	29
Provision for sick leave to supplement benefits under group insurance plan	34	19	4,190	22
Provision for sick pay under group insurance plan only	18	10	1,620	8

*Does not cover special provisions concerning rest periods for female employees.

Premium Pay for Time Worked

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Overtime compensation after daily hours				
No specific provision	50	28	7,060	36
Equivalent time off	20	11	1,070	5
Time and a half	68	38	7,250	37
Straight time followed by higher rate	6	4	300	2
Time and a half followed by higher rate	11	6	1,110	6
Other*	23	13	2,870	14
Overtime compensation after weekly hours†				
No specific provision	76	43	7,660	39

Premium Pay for Time Worked (Concluded)

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Equivalent time off	13	7	1,170	6
Time and a half	52	30	5,880	30
Straight time followed by higher rate	15	8	2,570	13
Time and a half followed by higher rate	1	—	10	—
Other‡	21	12	2,370	12
Compensation for work on paid holidays**				
No specific provision	37	21	2,230	11
Equivalent time off	9	5	490	2
Time off equivalent to premium pay	10	5	520	3
Straight time pay††	1	—	90	—
Time and a half††	19	11	3,310	17
Double time††	14	8	2,270	12
Double time and a half††	3	2	40	—
Straight time in addition to holiday pay	5	3	250	1
Time and a half in addition to holiday pay	43	24	6,650	34
Double time in addition to holiday pay	9	5	560	3
Other	28	16	3,250	17
Overtime compensation on Saturday or sixth day (not normally worked)				
No specific provision	79	44	9,320	48
Equivalent time off	17	10	820	4
Time and a half	58	33	7,730	39
Straight time followed by higher rate	2	1	40	—
Time and a half followed by higher rate	8	4	1,000	5
Other‡‡	14	8	750	4
Overtime compensation on Sunday or seventh day (not normally worked)				
No specific provision	67	39	4,470	23
Equivalent time off	1	—	60	—
Time off equivalent to premium pay	7	4	240	1
Straight time pay	1	—	90	—
Time and a half	46	26	8,530	44
Double time	46	26	5,690	29
Time and a half followed by higher rate	1	—	160	1
Other***	9	5	420	2

*Includes provision for straight time pay, time and a quarter, etc.

†Does not cover such specific provisions as compensation for work on Saturday or Sunday, or sixth or seventh day (not normally worked).

‡Includes provisions for straight time pay, time and a quarter, time and a quarter followed by higher rate, etc.

**Does not cover premium rates for work on paid holidays in excess of what is considered as normal daily working hours under the agreement.

††Agreement does not state whether or not the premium rate is in addition to holiday pay.

‡‡Includes provisions for straight time pay, straight time followed by higher rate, time and a quarter, etc.

***Includes provisions for premium pay varying according to occupations, for premium paid in cash, etc.

The dash indicates a percentage of less than 0.6.

Pay Guarantee

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
ıll-in (back) guarantee*				
No specific provision	114	64	8,340	42
2 hours at straight time	1	—	10	—
3 hours at straight time	12	7	4,310	22
4 hours at straight time	9	5	850	4
2 hours at premium rate	11	6	1,480	8
3 hours at premium rate	9	5	1,150	6
4 hours at premium rate	9	5	1,710	9
Other	13	8	1,810	9

*Refers to pay guarantees to employees either called to work ıtside their regular working hours, or recalled to work after completing shift. Clauses providing for a minimum at straight time pay or overtime emium rates, whichever is greater, were tabulated on the basis of inimum pay.

The dash indicates a percentage of less than 0.6.

Miscellaneous Provisions

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
eave of Absence for union business				
No specific provision	70	39	6,540	33
Extended leave for union officers (6 months or more)	18	10	2,020	10
Limited leave for union business	25	14	980	5
Combination of the two above	46	25	7,100	36
Leave for union officers, length of leave not specified	19	12	3,020	16

Miscellaneous Provisions (Concluded)

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Frequency of pay days				
No specific provision	108	61	11,870	60
Weekly	34	19	4,270	22
Every two weeks	25	14	3,000	15
Semi-monthly	11	6	520	3
Length of meal periods*				
No specific provision	88	50	10,220	52
Minutes				
30	15	9	1,100	6
45	7	4	3,310	17
60	32	17	2,150	11
75	11	6	1,000	5
90	17	9	1,440	7
Provision for meal period, length unspecified	3	2	200	1
Other	5	3	240	1
Notice of lay-off†				
No specific provision	71	40	7,410	38
Days				
1	2	1	90	1
2	5	3	860	4
3	3	2	370	1
5	7	4	690	4
7	15	8	2,990	15
8	1	—	270	1
10	3	2	120	1

*Refers to mid-day meal periods of the majority of office workers covered by agreement.

†Data on notice of lay-off are on the basis of the number of days stated in the agreement. These may be either working or calendar days. Notices in terms of hours were converted to days.

he UAW-Auto Industry Agreements

ontinued from page 143

ompanies. It did not, however, provide or wage parity, this being left for negoation in Canada. Unfavourable comment Canada about the way Canadian wages ad been settled in the United States in e Chrysler negotiations apparently led e parties to decide to do things difrently this time.

Shortly before the new contract was rranged, however, General Motors of anada had offered its employees wage arity on condition that the union agreed accept work practices in force in the ompany's U.S. plants. The offer was or an immediate increase of 20 cents an our for all UAW workers, and an aditional 30 cents an hour for skilled tradesen. It appeared, however, that the nion would be likely to balk at "parity f work practices."

In the Canadian plants of GM, work ops for half an hour in each shift for a st period. In the company's American ctories, the men take their rest periods in relays and the plant is kept in continuous operation. The company said that, if it was going to have to pay the same wages in Canada as in the United States, it could not afford to have Canadian plants operating for only seven and a half hours a shift while U.S. plants operated for eight hours.

Book chronicles B.C. labour history

A labour history of trade unions in British Columbia has been chronicled for the first time in a book titled *No Power Greater: A Century of Labour in British Columbia.* The author is Dr. Paul A. Phillips, Research Director of the B.C. Federation of Labour.

The book describes the background of labour economics in British Columbia during the years preceding the Province's entry into Confederation. It traces the formation of the B.C. Federation of Labour in 1910, as it attempted to unite all the unions into one provincial organization, and surveys the brief life of the One Big Union.

The period between the two World Wars was a particularly militant one for B.C. workers, especially during the late depression era when giant protests erupted in Vancouver in 1938.

The book culminates with the 1956 merger between the Canadian Congress of Labour and the Trades and Labour Congress, which left a number of larger unions outside the mainstream of labour. The postscript offers an interpretation of the character and behaviour of the B.C. labour movement, and predicts long-term trends.

The book was published in 1967 by the B.C. Federation of Labour, Boag Foundation, price $1.50.

A Continuing Search For Ways and Means

Dr. Gil Schonning, formerly Director of the Economics and Research Branch, and Director-General of Research and Development in the federal Department of Labour, spoke at the West Ottawa Lion's Club on January 9 prior to his departure for England to take a new post as Labour Counsellor at the Canadian High Commission in London. His presence before the Lion's Club, he said, was part of a plan to make the Department's views and work better known outside the Government.

Speaking of the search for new approaches to the problems and complexities of industrial relations, Dr. Schonning said that the department believes in the development of a sound and positive policy to help make collective bargaining more effective. This policy should provide for an ongoing search for ways and means that will make collective bargaining yield "the best longer-run results for both parties and the country as a whole." This, he said, would require effort and ingenuity on the part of the three groups responsible — unions, management and government.

The Government recognizes the vital need for top-notch arbitrators, mediators or conciliators. "Persons who are to make maximum contribution in this increasingly complex field must not only be highly capable, but must possess qualities of know-how and judgment that will make them respected and accepted by the parties," he said. "Needless to say, in view of the great potentials for savings in this area, persons entrusted with these responsibilities should be highly paid."

The Government is also striving to promote more effective union-management communication. "It appears to m that, in this rapidly changing industria area, the principal of ongoing com munication and consultation between th parties should be advantageous to both, Dr. Schonning said. "The mechanism fo experimenting with the usefulness of thi principle might be a joint high leve committee. We regard this approach a complementary to collective bargainin and in no way a substitute for it."

The Department is working to establis more dialogue between the Departmen of Labour, and unions and managemen in each of the industries coming unde federal jurisdiction.

Contact, he said, was usually made i time of crisis. "We believe that meetin first separately with management an then with unions to discuss industrial re

Continued on page 1

A Full-Time Mediation Service?

How can collective bargaining procedures be improved to benefit the public at large and still protect the rights of disputants? This was the question discussed by Hon. J. V. Clyne, Chairman of the Board and Chief Executive Officer of MacMillan Bloedel Limited, and former judge of the Supreme Court of British Columbia, to the Men's Canadian Club of Vancouver.

In making his proposal to establish a first-rank mediation service in Canada, Mr. Clyne pointed out that present conciliation boards or commissions of inquiry are not called into the dispute "until the eleventh hour, when there is great tension among the negotiators.

"We are attempting to settle disputes with a system that is largely improvised and has become completely outmoded." The need, therefore, is for a body of professional people, established and equipped with a staff of research assistants, to deal with labour matters on a full-time basis, he suggested.

Mr. Clyne warned that the climate of labour-management affairs in this country cannot be improved very much under present conciliation arrangements. They are based on an adversary system, which throws two well-matched combatants into conflict at the end of each contract period.

He then described what would be the attributes of a good mediation service, such as he proposed. The mediators would be highly qualified and well-paid. They would have advisory powers only, but their influence would be great, because they would be both independent and professional. They would have the authority to hire such technical and legal assistance as they required to study all facts and bring them to bear on any dispute.

Under such a system, either party to a labour dispute should have the right to apply to the board for an investigation of the facts. Either party should have the right to strike or lock-out before an application was made to the board. And either party should have the right to strike or lock-out after the board had conducted its investigation, but not during the investigation.

Mr. Clyne did not advocate compulsory arbitration for the present time because both unions and management appear to be adamantly opposed to it. Compulsion to adhere to the board's decision should be used as little as possible, but compulsion could be used if it became necessary in the public interest. The key to the system lies not in the compulsion,

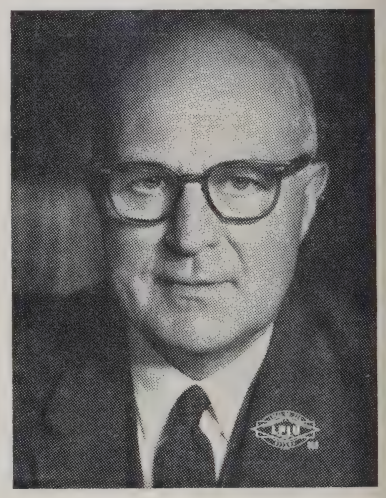


Photo by Schiffer, Vancouv

Hon. J. V. Clyne

but in the influence of the fact-findin boards themselves, Mr. Clyne emphasize

"Taking account of the public intere does not automatically require the in position of compulsory settlements, nc does it imply a regimen of collectiv bargaining that differs radically fro present practice," said Mr. Clyne. H looked ahead to the time when labou disputes would be regarded as any oth disputes between citizens, to be carrie before courts of law specializing in labou disputes. Meanwhile, he said, this pr posal could at least lead us in the directio of greater stability in the affairs of labou management disputes.

Current Activities Of the ILO

The International Labour Organization's tripartite Advisory Committee on Salaried Employees and Professional Workers drew 144 delegates from 24 member nations to Geneva last December. It was the first meeting of the advisory group since 1959 (L.G. 1960, p. 364).

During the 11-day meeting, the representatives discussed a general report dealing with actions taken in the various countries as a consequence of the conclusions adopted at previous sessions of the committee. They took note also of steps taken by the ILO to follow up the studies and inquiries proposed by the committee. In addition, considerable attention was given to recent events and developments affecting non-manual workers.

The second item on the agenda was a consideration of the impact of social and economic developments on working and living conditions in the distribution trades.

The delegates examined also the role of non-manual workers in economic and social development, and the need for their training.

Non-manual Workers

Natarajan Krishnan, India, the committee chairman, termed the meeting "an important inquiry into the numerous aspects of living and working conditions of that rapidly growing, heterogeneous group, the non-manual workers." Mr. Krishnan noted that "on the one hand, there is a crying need for more and more non-manual workers, while on the other, for some of them the threat of unemployment looms large."

Mr. Krishnan said that the committee should concern itself also with the brain drain from underdeveloped countries to industrialized nations — the flight of educated manpower to the developed countries "in search of better emoluments and prospects."

In discussing this topic, the committee noted that the increasing emigration of highly qualified professional workers from developing countries has had serious effects on their economic and social development. At the same time, however, it pointed out that freedom of movement of the individual non-manual worker, as well as the freedom of the employer to recruit non-manual workers wherever he chooses, should not be hindered.

The committee recommended nine measures that the Governing Body of the ILO might adopt to combat the problem of the brain drain. Some of these are:

- stating a specified period during which a student or trainee must work in his home country following his training;
- introducing challenging employment opportunities into the home country;
- channelling trained personnel back to their home country by placing them in employment with foreign companies operating in that country; and
- assisting the build-up and modernizing of education and training facilities to meet more effectively the national needs of the country.

Special Attention

Nurses, entertainment workers and salaried inventors were the groups singled out for special attention in the committee's resolutions. There was a general public interest in meeting the existing shortage of nurses through planned policies, the committee reported. It noted that a systematic investigation of the nursing profession could help promote recruitment and provide improved nursing care.

Committee members pointed out that working conditions in the entertainment industry have been made more difficult by technical developments. They recommended that an inquiry be made into conditions of employment in the film industry, taking into account the impact of television and the internationalization of production.

The committee noted also that the ILO has already begun studies dealing with salaried inventors, and urged that additional steps be taken to promote a fair reward for their inventive efforts.

Canadian Delegation

Canada sent a total of six delegates to the committee meeting. Head of Delegation and Government Delegate: P. R. Parent, Director, Financial and Management Services Branch, Canada Department of Labour, Ottawa; Government Delegate: A. H. Portigal, Research Officer, Special Projects Unit, Economics and Research Branch, Canada Department of Labour, Ottawa. Employer Delegates: G. J. Towill, Manager, Labour Relations, MacMillan, Bloedel Limited, Vancouver; Gordon W. Patterson, General Manager, Employee and Public Relations, Union Carbide of Canada Ltd., Toronto. Worker Delegates: Claude Edwards, President, Public Service Alliance of Canada, Ottawa; Claude Proulx, President, *Syndicat Professeurs Etat du Québec*, Trois-Rivières Ouest.

Household Survey Urged

A major survey of household income and expenditure should be undertaken by all nations at least every 10 years, a meeting of experts has recommended at the International Labour Organization in Geneva.

The group recommended a much shorter period than 10 years between major surveys under certain conditions, especially where rapid industrial expansion and migration to urban areas bring significant changes to the economy. The survey results can be used to obtain indicators for overall economic planning, including such factors as the effects of taxation and social security benefits on the real purchasing power of different classes of families.

In addition, the survey results can be used for other purposes ranging from wage negotiations and national minimum wage adjustments to consumers market research.

In 1967, the ILO published a comprehensive volume of statistics covering more than 70 surveys made in 60 countries between 1950 and 1964.

Audio-Visual Training

Greater use of radio and television in the education of workers has been recommended by a working group of experts for the International Labour Organization in Geneva.

The group's report noted that use of radio and TV by trade unions and labour educators has generally been "occasional, infrequent and not always adapted to the nature and capabilities of the media." The experts pointed out that radio and TV can be particularly important in developing nations, where traditional methods are hampered by low literacy.

The report noted: "The power of mass communications media grips the developed and developing countries alike. It is transforming habits, attitudes and thinking among all sectors of society, not the least of which are the workers and their families. Its pervasive influence enters into every home where there is a receiver, it reaches even the masses of illiterates untouched by the written word."

The Canadian delegate to the meeting of experts was Donald H. Hopkins, of the National Film Board.

Consumer, Dec. 1967

The consumer price index (1949 = 100) increased by 0.5 per cent to 151.8 at the beginning of December from 151.0 at the beginning of November. It was 4.0 per cent higher than the December 1966 level of 145.9.

The food index rose 0.4 per cent to 148.6 from 148.0. The price of fresh milk and other dairy products, including cheese and ice cream, increased, as did bread and other bakery and cereal products. Sugar prices advanced by over 2 per cent, and tea, coffee, butter and margarine declined.

Higher prices were reported for cabbage, carrots, lettuce, tomatoes and citrus fruits, and lower prices for bananas and celery. Meats, on the average, were lower in price in December, the most important declines occurring for bacon and other pork products, and for poultry.

The housing index increased by 0.3 per cent to 153.8. Rents rose generally, the largest occurring in Edmonton, Calgary and Vancouver. Home ownership costs advanced as a result of higher repair expenses, and household operation costs increased slightly when higher prices for fuel, furniture, and utensils outweighed declines in the cost of floor coverings and some household textiles.

The clothing index rose 0.1 per cent to 134.7 from 134.5 because of marginal increases in men's and women's wear, footwear, piece goods, and clothing services. These increases were partially offset by declines in children's wear prices.

The transportation index advanced 1.1 per cent to 159.6 from 157.9 due mainly to the introduction of 1968 automobile prices that were higher than those of the year-end prices of 1967 models. A substantial increase in Edmonton bus fares also contributed to the increase in the transportation index.

The health and personal care index remained unchanged at 193.8, with slightly lower prices for toilet soap, razor blades and toothpaste off-setting rises in the price of cleaning tissues and men's haircuts.

The recreation and reading index declined by 0.5 per cent to 169.7 from 170.5 as a result of variations in magazine subscription rates.

The tobacco and alcohol index advanced 3.3 per cent to 133.0 from 128.7, reflecting, in part, the higher excise taxes recently imposed on these products. Price rises were registered for cigarettes and tobacco in all surveyed cities. For alcoholic beverages, however, higher prices were recorded only at those locations where increases became effective by the middle of December.

Group indexes a year ago in December were: food 144.7; housing (shelter and household operation) 147.2; clothing 129.7; transportation 152.6; health and personal care 184.5; recreation and reading 161.5; tobacco and alcohol 126.5.

City Consumer, Dec. 1967

Between November and December, consumer price indexes advanced in all 10 regional cities and city combinations, the increase ranging from 1.1 per cent in Vancouver to 0.2 per cent in St. John's, Nfld.

Food indexes registered mixed movements, ranging from an increase of 1.8 per cent in Vancouver to a decrease of 0.6 per cent in Saint John and in Edmonton-Calgary. Housing indexes advanced fractionally in all cities, with a 0.5-per-cent rise in Edmonton-Calgary and Vancouver representing the largest increases. Clothing indexes increased in six cities, were unchanged in Toronto and Halifax, and declined marginally in Winnipeg and Edmonton-Calgary.

The transportation index moved up, reflecting the introduction of prices for 1968 automobiles that were higher than those for the 1967 models. Health and personal care indexes showed little change except in Ottawa, where there was a 1.3 per cent increase; recreation and reading indexes declined marginally in all cities. Marked increases were registered in the tobacco and alcohol indexes in all cities, ranging from 5.1 per cent in Saskatoon-Regina and Vancouver to 2.2 per cent in Halifax.

Regional consumer price index point changes between November and December were: Vancouver +1.6 to 146.7; Edmonton-Calgary +1.0 to 143.1; Saint John +0.9 to 146.6; Saskatoon-Regina +0.9 to 142.4; Toronto +0.8 to 153.3; Montreal +0.5 to 150.1; Ottawa +0.5 to 150.1; Winnipeg +0.5 to 147.7; +Halifax 0.4 to 143.4; St. John's +0.3 to 131.1*.

Wholesale, Nov. 1967

The general wholesale index (1935-39 = 100) declined slightly during November to 264.9 from 265.1, and was 1.8 per cent higher than the November 1966 index o 260.3

One major group index was lower, an six advanced. The remaining one, th iron products group index, was unchange at 274.3. The animal products group inde declined 1.7 per cent to 290.4 from 295. because of lower prices for livestock, fres and cooked meats, fishery products, eggs and animal oils and fats.

The textile products group index ros 0.8 per cent to 255.6 from 253.5. Th vegetable products group index move up 0.4 per cent to 229.0 from 228.0 o higher prices for sugar and its products vegetable oils and their products, live stock and poultry feeds, tea, coffee an cocoa. An advance of 0.4 per cent t 246.7 from 245.6 occurred in the non ferrous metal products group index.

Increases of 0.2 per cent or less occurre in the following major group indexes non-metallic mineral products to 200. from 200.2, wood products to 350.2 fro 349.7, and chemical products to 214. from 213.9.

Farm Products Prices

The index of Canadian farm product at terminal markets (1935-39 = 100) de clined 0.5 per cent to 255.2 from 256.5 i the four-week period December 1 t December 29. The animal products inde declined 0.8 per cent to 324.1 from 326. and the field products index, 0.2 per cer to 186.2 from 186.5.

U.S. Consumer, Nov. 1967

The United States consumer pric index (1957-59 = 100) rose by 0.3 per cer to 117.8 between October and Novembe

Higher prices for apparel, health ca and recreation, gasoline, and consum services account for the November a vance.

Prices of food and beverages rose b 0.2 per cent last month, but over the ye they declined by 0.1 per cent. Food pric alone went down by 0.4 per cent durin the year, but alcoholic beverages rose b 2.7 per cent.

British Retail

Portions of the British Index of Reta Prices for November, which would ord narily have appeared in the March issue this journal, were not available at pre time. They will be published in April, a thereafter the data will appear one mon later than in the past.

*On base June 1951 = 100.

National Commissions

On the Status of Women

Women's Bureau

The appointment by the federal Government of the Royal Commission on the Status of Women followed the lines of a recommendation of the 18th Session of the United Nations Commission on the Status of Women, held in 1965. The Commission had recommended that the governments of the member countries establish national bodies, which would include representatives of the various sections of national life, to draft and implement general plans for improving the status of women.

In the same year, the Congress of the International Federation of Business and Professional Women, acting on this recommendation, urged affiliated federations and organizations to work for the establishment of such national bodies, and to recommend qualified persons to serve on them to work for the attainment of full political, civil, educational and legal status for women.

The part to be played by these national "commissions" on the status of women was the subject of a seminar sponsored by the Federation, held in Copenhagen in the autumn of 1967, and attended by representatives of 12 European countries. The remainder of this article is a brief summary of a report of this seminar.

Countries represented included: Austria, Belgium, Denmark, Finland, Germany, Greece, Ireland, The Netherlands, Norway, Sweden, Switzerland and the United Kingdom.

Method of Functioning

The West German Federation was not satisfied with their Commission's method of functioning. There was much overlapping, because many ministries worked as separate entities on matters concerning the status of women. A recent report set out the position, but made no recommendations for improvements. The German Federation has produced a comprehensive resolution to the Government incorporating its views on the report, and making constructive proposals.

Denmark's Status of Women Commission, which is composed of 57 representatives, 40 women and 17 men, was appointed by the Prime Minister in 1965. Twelve of the members represent organizations, six are from political parties, and the remainder represent employers and employees.

France, although not represented, was reported to have a National Commission.

With regard to other federations present, it was reported that many had national committees already doing some of the work of a national commission. For example, the United Kingdom has a Women's Consultative Council, which was set up as the result of a resolution passed by the National Council of Women. Its purpose is to assess the possible consequences to working women of Britain's entry into the Common Market. There is also a Women's Consultative Committee of the Ministry of Labour and a standing conference of the economic and social work of the United Kingdom.

National Commissions

The Netherlands reported that it had a national Commission for Women's Labour, half of which was composed of government officials.

Austria has a Central Department for Women's Status, which was established in November 1966 in the Ministry of Social Affairs, and which works with the larger organizations.

Finland has no permanent commission, but a committee of 12 members has been set up by the Government, which does work approximating that of a commission. The committee has been asked by the Government to consider the question of whether it should become a permanent commission. The committee agreed with the proposal, but it has been requested to continue its work on a temporary basis until the commission is set up.

Belgium has a Ministry of Labour Consultative Committee on the Status of Women.

Representatives of 10 of the federations attending the conference agreed that national commissions on the status of women, composed of both men and women representing governmental and non-governmental bodies, should be set up in each country. It was agreed that such national commissions should study, consult and advise each government concerned, and influence public opinion.

Priority Consideration

Recommended for priority consideration by national commissions on the status of women were the following subjects:

- education in its widest sense including, for example, civic responsibility and vocational training and retraining;
- equal pay for equal work;
- the development and expansion of adequate facilities for working women with family responsibilities;
- discrimination in law, for example in taxation; and
- discrimination in custom and practice.

Delegates emphasized that a national commission could never take over the work of the women's organizations. But it was contended that, while retaining their identity, they should collaborate more closely with other women's organizations. They also agreed that there should be more collaboration on a European level.

Other recommendations made during the seminar were:

- countries represented must aim to encourage women, both within and without the National Federation organization, to take a more active part in social and political life;
- business and professional women's clubs should avail themselves of the opportunity offered by the Human Rights Year to build up programs for the advancement of women, to collaborate in national and local programs, and to take any other necessary action; and
- the national federations should be requested to report, before March 1, 1968, on any progress made toward the setting up of national commissions, or on any achievements of existing commissions, for presentation to the International Federation Congress to be held in London in August, 1968.

The Mentally Retarded in the Public Service

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

A pilot project that will facilitate the hiring of mentally retarded persons by the public service in the Ottawa area has been announced by the Public Service Commission of Canada.

The Commission has long followed a policy of employing handicapped persons on the basis of their ability. If a person is, in all other respects, suitably qualified and can perform the duties required of him, his physical disability is not considered a deterrent to employment.

The mentally retarded, however, have been at a disadvantage in applying for jobs in the public service. Their limited academic standing has prevented them taking the competitive examinations.

Private industry has for some time employed mentally retarded persons in elementary jobs—those that are often hard to fill, and harder still to keep filled. Experience has shown that these people can and do perform competently and are happy in their work.

The retarded could be gainfully employed in the public service as helpers in the cleaning and maintenance of buildings, helpers in printing shops or in building construction, where they can assist in loading or unloading material, and in other related jobs. Some may also prove capable as clerks, messengers, helpers in mail rooms, and duplicating machine operators.

From the governor-in-council, the Commission has obtained authority to exempt these individuals from the initial competitive examination. Instead, they will be placed in suitable jobs in the public service by the Commission, in co-operation with the Vocational Rehabilitation Branch of the Department of Manpower and Immigration. They will serve a probationary period of one year, during which time the staff of the Ottawa and District Association for the Mentally Retarded, which carries on an active vocational training program for mentally retarded young people, will follow their progress closely and provide assistance if any problems arise. Any advancement to a higher position will be through the normal process, and will be based on demonstrated ability to proceed to a higher level in competition with fellow employees.

The United States Civil Service Commission instituted a similar policy for employing mentally retarded persons in the federal service in January 1964. In October 1967, John W. Macy, Jr., Chairman of the Commission, reported on its experience in an address to the annual meeting of the National Association for Retarded Children, held in Portland, Oregon. During that period, 3,562 mentally retarded persons had been appointed. Mr. Macy said of them, "Our retarded employees are not only earning their pay, but are indirectly saving money for the agencies . . . namely, the cost of the high turnover that is common in the kinds of jobs the retarded can do." They are generally employed in simple, routine, repetitive but necessary jobs, the kind that retardates can perform well, but which other employees tire of so quickly that they frequently leave.

Mr. Macy reported that 93 per cent of appointments have been successful. The separation rate of retardates for all causes—including termination of seasonal employment, families moving away, and reasons not related to work performance—is actually lower than the overall rate for the Government. Only 7 per cent of all retardates appointed have been released because of failure either to meet performance standards or to make the necessary social adjustments—a situation that reflects careful placement procedures and the close co-operation of vocational rehabilitation agencies.

The Canadian announcement of the Commission's pilot project will be welcomed by everyone concerned with the welfare of the retarded. Private industry has already demonstrated a willingness to give them a chance. During 1966-67, 302 mentally retarded persons were included among those rehabilitated. The cost of their support was approximately $250,000. Their annual income following placement in employment was over $500,000. The federal Government's example will improve opportunities for these citizens to contribute to Canada's economic life, and help them to live happier and more fruitful lives.

600,000 In Canada

There is no exact figure for the number of mentally retarded persons in Canada, but it is estimated at approximately 600,000. Of this number, about 67,700 are in the age range of 19 to 26 years, and 175,500 are of school age—5 to 18 years.

Although some of these individuals are too severely handicapped to be expected to enter the labour market, a large number—53,000 aged 19 to 26 years, and 135,000 aged 5 to 18 years—have the potential to become members of the labour force if they are provided with the proper guidance, training, counselling and placement services.

Joint Consultation in the Cement and Shoe Industries

Labour-Management Consultation Branch

Joint consultation is practised by Inland Cement Industries Ltd. at Edmonton because both union and management believe in the premise, "If you don't bring it out in the open you're in trouble."

Union and management at this cement-making operation believe that they are equally balanced in terms of give-and-take through consultation. Joint consultation meetings are held once a month, although the procedure is strictly informal —no fixed meeting days, and no agenda.

Meetings may be called by either management or union and are held to deal with a particular question. They usually bring together the four supervisors and four union officials from local 359, United Cement, Lime and Gypsum Workers' International Union (AFL-CIO/CLC), which represents the firm's 120 employees. The meeting may be called, to handle a maintenance problem, a company proposal to install new machinery or, as happened recently, to discuss the interpretation of a clause in the agreement. This last meeting, recalls union local President Norman Tayler, developed into "quite a hassle."

Production Manager Lee Hall considers joint consultation meetings fruitful. "I think the fellows go away understanding management's side of the story. It's a matter of discussing problems; and the people on our committee are capable of seeing both sides of the story. We realize that, if you don't bring it out into the open, you're in trouble."

Although it has halted individual rumours, the committee isn't a cure-all in this field. "We can stop most rumours," says Mr. Hall. "But we don't consider ourselves completely effective in stamping them out," adds Mr. Tayler.

In Mr. Hall's opinion, management's main benefit from joint consultation is an improved work force. "The morale of our people is enhanced by letting them know what we propose to do. We get through to the men in the plant." Mr. Tayler hazarded a guess that, if the committee was disbanded, union-management relations would be "chaotic."

If the union initiates a meeting, employee-members on the committee who happen to be on shift, attend on company time. In the case of a management-called meeting, the company goes one step further and pays off-work unionists for their travelling time and time in conference. On average, the meetings run for two hours.

A typical case dealt with by the committee led to new jobs for two employees, a raise for a third, and an increase in efficiency for the company. Here's how it happened.

The company wanted to replace its regular dump trucks with rugged off-highway trucks. The dump trucks were unsuitable for the job of carrying material from an open pit, and the shovel operator was not able to work efficiently.

After the committee went over the problem, the go-ahead was given by the company to replace the vehicles with one heavy-duty truck. The two drivers were moved to new jobs at no loss in salary. And the shovel operator took over the dual responsibility of loading the new truck and driving it. His job was reclassified to a higher rating.

Personnel Manager Arthur Wilks says, "The experience and leadership capabilities" of the committee members have contributed to the effectiveness of the committee. "Lee Hall and Norm Tayler, in particular, have made the meetings a success."

* * *

In the shoe industry, where 90 per cent of workers are on an incentive system, changes that have a bearing on working conditions can make a difference in employee earnings. If, for example, joint consultation in a plant inspires changes in working conditions that increase productivity, then both the company and the industry's piecework employees stand to make more money.

Hewetson of Canada (a division of Shoe Corporation of Canada), located in Brampton, Ont., set up its Employee-Management Committee several years ago as a forum for exchanging ideas. As there are some 300 operations in the making of a shoe, there has been no shortage of ideas at these meetings.

At the opening of each monthly meeting, Plant Manager Frank Sury gives a production forecast for the next four to six weeks — the orders for shoes contracted for shipment from the plant. "I'm convinced," he says, "that the employees gain a sense of security by knowing the company production forecast."

Committee member Roger Hedge claims that the monthly rundown on the number of pairs of shoes going into production "makes us feel freer . . . that we know there's work."

A typical meeting brings together three representatives from management and 10 from the union—Boot and Shoe Workers' Union (AFL-CIO/CLC), Local 803, which represents Hewetson's 200 employees. Meetings take place after work hours, and employees on the committee are compensated for their time.

Some of the ideas examined and discussed by the committee might at first appear inconsequential, but their value is underlined when one considers that they might never have come to light without the committee's help.

For example, here is an idea that Local 803's President, William Clapham, brought to the committee: He noticed that the method of moving partially built shoes from the third floor where they are fitted, to the second where they are lasted was cumbersome and slow. The shoes were either brought down on the service elevator — when it was available — or manhandled down the stairs in baskets.

Mr. Clapham's solution, accepted immediately by the committee, was to construct a chute between the third and second floors. The idea has speeded up production, an asset not only to the company, but also to the employees and their incentive system.

"In this plant," comments Kenneth Scott, the union Business Agent, "working conditions have a direct bearing on earnings." The committee is able to act fast and constructively on problems that otherwise would have to be dealt with through grievances, "which take up more time."

Mr. Sury's philosophy holds that employees cannot be expected to share trust and understanding with management unless "they are brought into the picture," and he believes that the Employee-Management Committee is the vehicle through which to achieve this.

Before the committee "the employees had one spokesman, and that was it," says Mr. Sury. "Now each person on the committee has a chance to express his opinion."

By way of follow-up, a summary of what goes on at meetings is prepared by Miss Kathleen Coombs, Personnel Manager, and a copy given to each employee.

Special Training and The Older Worker

Older Workers' Section
Department of Manpower
and Immigration

Many of the difficulties that the hard-to-place jobseeker has in finding work would disappear if he could acquire new kinds of skill, and the shortage of skilled men would at the same time be relieved, says a new publication issued by the Organization for Economic Co-operation and Development.*

There are many obstacles to providing the jobseeker with these new skills, but the need is being increasingly recognized in government training programs in OECD member countries.

"Resistance to retraining comes from both employers and trainers and from older jobseekers themselves. It is most important to understand the reasons for this, if progress is to be made in retraining older people," the book says.

"Employers, trainers and employment office staff are influenced by beliefs about the older person's lesser degree of trainability, by the initially poor level of education that handicaps many older people, and by the belief that the typical older worker will be in the labour force for only a few more years.

"Older people themselves are handicapped by fear of failure, awareness that their education was inadequate and in any event was undergone a long time ago, doubts that even if they go forward they may not be accepted, and worries about supporting a family on the training allowance."

National Training Schemes

Various types of general training programs for adults are in operation in Canada, the United States, Great Britain and France; and special programs for older workers have been arranged for ex-miners in Belgium; for clerical workers in Germany; and in Sweden for caretakers, guards and custodians, nurses and physiotherapists, nurses aides, home visitors and older office employees. Some of these courses provide training in new skills, and others are refresher courses. In Sweden, facilities are provided for retraining older persons, and fairly high grants are made to trainees.

In spite of these courses, the proportion of older workers undergoing training is very small in comparison with the number of older jobseekers. The percentage of older workers enrolled in 1965 and 1966 were: United States, 10 per cent; France, 3.9 per cent; United Kingdom, 13 per cent; The Netherlands, 7 per cent; and Sweden, 15.5 per cent.

Training Course Results

That older persons can be trained has been shown by the results of general training courses. But much more favourable results have been obtained from courses specially designed for older people. Some special requirements of older persons are:

Motivation. Older persons often have a fear of failure in learning. This fear must be overcome if success is to be realized. Best results in training have been achieved in courses run by companies for their older employees, because the morale of the older person is better if he is already employed and is not faced with the problem of finding a job on completion of training. Allowances should be generous enough to overcome resistance to taking on a lengthy training program. Surveys show that, in different countries, allowances may vary from 35 per cent to 90 per cent of weekly wages.

Meeting intellectual difficulties. Older people may have difficulty in absorbing certain types of training, because they need to reconcile new ideas with their own experience. Hence, complex material should be broken into component parts, and the student should be allowed to work at his own pace.

Overcoming educational limitations. Rising standards of education in all OECD countries over the past few decades have, by comparison, resulted in a generally lower standard of education for older persons. In some OECD countries, they can attend courses to upgrade their basic education and to establish patterns of learning. Laboratory studies have shed some light on the relationship between age, intelligence and learning ability. "Able people who preserve their abilities by intellectual exercise may show little mental deterioration through adult life, and will retain their ability to learn to a marked degree. Thus it appears that the ability to learn is a skill which, like all skills, is maintained with practice and deteriorates with disuse."

Successful Training Programs

Successful training programs have been conducted by the General Post Office of Great Britain for postal sorters; by the Port of New York Authority which runs a variety of courses, including a basic essential skills course by which 6,000 men were trained in 1967; by the French Railways for the training of drivers on conversion from steam to electricity, and the resettlement of staff previously employed on the Algerian railways; and by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, which has courses at 144 different schools to upgrade the skills of its members (L. G. 1966, p. 655).

"There is thus a good deal of evidence that where courses are specially designed for them, very many older workers can be trained and retrained for work even above their present level of skill."

*Promoting the Placement of Older Workers, published by OECD, Paris, and available from the Queen's Printer, Ottawa, or any Canadian Government Bookstore, prepaid $2.30.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during December. It granted four applications for certification, rejected two, and ordered one representation vote. During the month, the Board received four applications for certification and allowed the withdrawal of two. The Board also received one application for revocation of a previous certification.

Applications for Certification Granted

1. General Truck Drivers' Union, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of Canadian employees of the Buffalo and Fort Erie Public Bridge Authority, who work upon or in connection with the operation or maintenance of the Peace Bridge across the Niagara River between Fort Erie, Ont., and Buffalo, N.Y., U.S.A. (L. G., Jan., p. 38) (Reasons for Judgment published in L. G. Supplement No. 1, 1968).

2. Tunnel and Rock Workers' Local 168, Labourers' International Union of North America on behalf of a unit of miners employed in the Northwest Territories by Haste Mine Development Ltd., Vancouver, B.C. (L. G., Jan., p. 38).

3. United Steelworkers of America, Local 1037, on behalf of a unit of employees at Carmacks, Y.T., employed by Mount Nansen Mines Limited, Vancouver, B.C. (L. G., Feb., p. 102).

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of deck hands employed by Elsie Towing Service Limited, North Vancouver, B.C. (L. G., Feb., p. 102).

Applications for Certification Rejected

1. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees' Union, Local 579, applicant, and Pine Point Hotel, Pine Point, N.W.T., respondent. (L. G., Dec. 1967, p. 752). The application was rejected because it was not supported by a majority of the employees in a representation vote conducted by the Board.

2. Brotherhood of Locomotive Firemen and Enginemen, applicant, The Chesapeake and Ohio Railway Company, St. Thomas, Ont., respondent, and the Brotherhood of Locomotive Engineers, intervener (L. G., Oct. 1967, p. 643). Following a public hearing, the application was rejected because the Board found it to be premature in view of the Board's conclusion that June 22, 1967, was the effective date of a collective agreement between the railway and the intervener.

Representation Vote Ordered

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Empire Freightways Limited, Toronto, Ont., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener. The application affected employees of the company working in and out of its terminals at Saskatoon and Regina in Saskatchewan, and Winnipeg in Manitoba. The Board directed that the names of the applicants and of the intervener appear on the ballot (Returning Officer: A. E. Koppel).

Applications for Certification Received

1. Asbestos Workers' Union, Local 1612, CLC, on behalf of a unit of employees of Outfitters Incorporated Limited, Corner Brook, Nfld., engaged in the loading and unloading of ships (Investigating Officer: W. J. Gillies). (For withdrawal of earlier application affecting same unit of employees, see L. G., Jan., p. 38).

2. Cape Breton Projectionists' Union, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sydney, Glace Bay and New Glasgow, N.S., on behalf of a unit of radio announcers employed by CHER Broadcasters Ltd., Sydney, N.S. (Investigating Officer: D. T. Cochrane).

3. Cartage & Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Camirand Cartage Limited, Ville St-Pierre (Montreal), Que. (Investigating Officer: G. R. Doucet).

4. *Le Syndicat National des Employés de C.K.C.H. (CSN)* on behalf of a unit of employees of *La Compagnie de Radiodiffusion C.K.C.H. de Hull (Limitée)*, Hull, Que. (Investigating Officer: J. Coallier).

Applications for Certification Withdrawn

1. Airwest Employees' Association, applicant, Airwest Airlines Ltd., Vancouver Airport, B.C., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener.

2. Transport Drivers, Warehousemen, and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Quirion Transport Inc., La Guadeloupe, Que., respondent.

Application for Revocation Received

D. N. Cooper, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer. The application is for the revocation of the Board's order of August 11, 1967, certifying the respondent union as the bargaining agent for a unit of drivers and other employees of Grimshaw Trucking & Distributing Ltd. (L. G., Nov. 1967, p. 696).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During December, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Central Mortgage and Housing Corporation ("Cloverdale Park" Apartments, Pierrefonds, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

2. Central Mortgage and Housing Corporation ("Terrasse St-Michel," Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

3. Central Mortgage and Housing Corporation ("St-Georges Gardens" Apartments, Pointe-aux-Trembles, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

4. Central Mortgage and Housing Corporation ("Park Royal" Apartments, Ville St-Laurent, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

5. Central Mortgage and Housing Corporation ("Pie IX" Apartments, Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

6. Central Mortgage and Housing Corporation ("Terrasse Belleville," St-Vincent-de-Paul, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

7. Central Mortgage and Housing Corporation ("Le Domaine Estria Pavillon Mercier," Montreal, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

8. Westward Shipping Ltd., Vancouver, B.C. and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

9. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and District 6, United Steelworkers of America (Conciliation Officer: T. B. McRae).

10. Channel Seven Television Limited (CJAY), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

11. Ottawa Transportation Commission and Division 279, Amalgamated Transit Union (Conciliation Officer: J. S. Gunn).

12. Canadian Coachways Ltd., Edmonton, Alta., and Division 1374, Amalgamated Transit Union (Conciliation Officer: D. S. Tysoe).

13. Canadian Pacific Air Lines Limited (technician group IV, lead port steward and port steward, planning clerk II and III, clerk I to IV and librarian), Vancouver International Airport, and Lodge 764, International Association of Machin-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

ists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).

14. Tank Truck Transport Limited, Maple, Ont., and International Union of District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae).

15. Cassiar Asbestos Corporation (Clinton Creek Operation) Dawson City, Y.T., and Local 564, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

16. D. S. Scott Transport Limited, Vancouver, B.C., and Locals 31, 938, 106, 141 and 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

17. Gill Interprovincial Lines Limited, North Burnaby, B.C., and Locals 31, 362 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

18. Midland Superior Express Limited, Rexdale, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

19. Northern Telephone Limited, New Liskeard, Ont., and District 10, Communications Workers of America (Conciliation Officer: H. A. Fisher).

Settlement by Conciliation Officer

Anvil Mining Corporation, Whitehorse, Y.T., and Local 1051 of the United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Jan., p. 39).

Conciliation Boards Appointed

1. McAllister Towing Ltd., Montreal, Que., and Canadian Marine Officers' Union (L. G., Feb., p. 104).

2. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L. G., Feb., p. 104).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Robin Hood Flour Mills, Ltd., Port Colborne, Ont., and United Packinghouse, Food and Allied Workers, Local 416 (plant employees) (L. G., Feb., p. 104), was fully constituted in December with the appointment of R. G. Geddes of Toronto, as Chairman, Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Colin A. Morley, Toronto, and union nominee Maurice Keck, Port Colborne.

2. The Board of Conciliation and Investigation established in November to deal with a dispute between Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland) and Brotherhood of Locomotive Firemen and Enginemen (L. G., Feb., p. 104), was fully constituted in December with the appointment of Judge René Lippé of Montreal, as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominees R. V. Hicks, Q.C., Toronto, and Maurice W. Wright, Q.C., Ottawa.

Board Report Received*

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Jan., p. 39).

Strike Terminated

McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike terminated December 4, 1967, but no agreement was signed) (L. G., Feb., p. 104).

AFL-CIO Convention

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of the AFL-CIO president or the executive council.

In the field of labour relations and internal Federation activities, the convention expressed itself in these ways:

- cited gains in AFL-CIO membership as fresh evidence that American workers recognized that trade unionism and collective bargaining provided the surest machinery for economic and social progress;
- pledged full support for the continuing campaign to organize farm workers;
- called for a presidential executive order to establish the policy that wilful and repeated violators of the National Labour Relations Act shall not be given federal contracts;
- urged basic changes in the NLRA, including repeal of Section 14(b) (L. G., 1966, p. 459) that allows "right-to-work" laws; ending of delays in handling unfair labour practices cases; and correction of the procedure governing the issuance of mandatory court orders;
- reaffirmed strong opposition to compulsory arbitration;
- backed the eventual establishment of a labour college, starting as a training institute for union officers and staff (a study of the feasibility of the scheme is under way);
- pledged labour's support to its community services program, and called for the increased participation of unions and union members in the voluntary health and welfare field; and
- reaffirmed the long-standing policy that all applications for affiliation with the AFL-CIO should be considered by the council in the light of Federation policies and standards.

Regarding national action by government, the convention:

- outlined a plan of action by Congress to protect the health, safety and buying power of the American consumer;
- called for an expansion of the war on poverty by Congress and the Administration, and by labour at the local level;
- reaffirmed its conviction that the American economy could support an extension of social advances at home, while meeting the needs of the war in Vietnam;
- expressed its determination that full equality must be attained for all minority groups in all aspects of American life;
- called for a comprehensive national health insurance program;
- urged a more determined campaign on air and water polution;
- assailed extremists of both the right and the left as a continuing threat to American life;
- called for a massive national effort to provide good education for American youth, regardless of race, background or income;
- reaffirmed the need for minimum federal standards for unemployment insurance and workmen's compensation because of inadequate state laws;
- urged that a national effort be made to humanize technological change so as to alleviate the damage and disruption caused by automation;
- urged important improvements in social security benefits and public assistance programs;
- cited the need for enactment of legislation setting out a comprehensive national manpower policy coupled with full employment, making the government the employer of last resort;
- called again for an increase in the minimum wage to $2 an hour, coverage for all workers, and a 35-hour workweek; and
- passed a number of resolutions dealing with international affairs and foreign policy.

George Meany was unanimously elected for his seventh term as President of the Federation, and William F. Schnitzler was re-elected Secretary-Treasurer. The 27 members of the executive council were elected by a unanimous vote, three of them for the first time.

*Full text published in L.G. Supplement No. 8, 1967.

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled that an employee has a right to be heard in arbitration proceedings under a collective agreement affecting his status as an employee.

The Nova Scotia Supreme Court has ruled that a writ of **certiorari** is not available to challenge a decision of an arbitration board constituted under a collective agreement governed by the federal Industrial Relations and Disputes Investigation Act.

Legislation Branch

The Supreme Court of Canada, by a majority decision on November 27, 1967, allowed an appeal from the decision of the Ontario Court of Appeal, and thereby quashed an arbitration award under a collective agreement. The grounds were that denial to an employee (whose status as an employee was directly affected by arbitration) of the right to be heard and be represented at the hearing in his own right, as distinct from being represented by the union, which was taking a position adverse to his interests, amounted to the denial of natural justice.

Circumstances of Dispute

The Supreme Court of Canada considered an appeal from a judgment of the Court of Appeal of Ontario (L. G., Aug. 1967, p. 499) that dismissed an appeal from the order of Mr. Justice Grant of the Ontario High Court that had dismissed an application for *certiorari* to quash an arbitration award regarding a dispute under a collective agreement between Greening Metal Products and Screening Equipment Company, and Local 6266 of the United Steelworkers of America.

In his reasons for judgment, Mr. Justice Hall, reflecting the majority opinion of the Supreme Court, recalled briefly the circumstances of the dispute. The appellant, Hoogendoorn, became an employee of Greening Metal Products and Screening Equipment Company in September 1955. On June 27, 1962, Local 6266, United Steelworkers of America, was certified by the Ontario Labour Relations Board as the sole and exclusive bargaining agent representing the company's employees.

In December 1962, the union and the company entered into a collective agreement that provided for a checkoff of union dues. On March 18, 1965, a new collective agreement was concluded, and it provided for the compulsory deduction of union dues.

Hoogendoorn had informed the company that he and two other employees could not join or financially support the union because of political and religious convictions. Following this, on March 22, 1965, the company dismissed Hoogendoorn and the two other employees. On April 5, 1965, the company reinstated Hoogendoorn, following a protest from his solicitors who, alleging that the dismissal was unlawful, threatened a legal action for reinstatement and damages. The two other employees had apparently accepted their dismissal and left the company. The situation remained unchanged until September 1, 1965, when Art. V of the collective agreement of March 18, 1965 was amended as follows:

> 5.01 During the term of this Agreement the Company agrees to deduct union dues or a sum equivalent to union dues as certified by the Union to be currently in effect according to the Constitution of the International Union from the wages of each employee, who has authorized such deduction, on the second payday of each calendar month and to remit the amounts so deducted to the International Secretary-Treasurer of the United Steelworkers of America.
>
> 5.02 As a condition of their continued employment, all present employees shall, on or before the 15th day of September, 1965, and all future employees shall, within 30 days following their employment, be required to execute and deliver to the Company an authorization for deduction of their union dues, or an amount equivalent to the regular monthly dues paid by members, as the case may be. Such authorization may be revoked by any employee by giving written notice to the Company and the Union within the 30-day period prior to the termination date of the contract.

Following this amendment, Hoogendoorn's solicitors had taken the position that, even as amended, Art. V of the collective agreement did not apply to him — and they so notified the company and the union. The company and the union subsequently agreed not to enforce the amendment until March 17, 1966, the expiry date of the collective agreement of March 18, 1965. As no notice of termination had been given under Art. XXVIII however, the collective agreement continued in force after March 17.

Arbitration Proceedings

As of March 17, 1966, Hoogendoorn still refused to sign any authorization as required by Art. 5.01 and 5.02 of the agreement regarding the deduction of union dues. Other employees objected to Hoogendoorn's continued employment and went on a "wildcat" strike that started on March 18, 1966 and continued to March 25, 1966. To break the impasse the company and the union agreed to submit the matter to arbitration. On March 22, 1966 the union submitted in writing the following grievance:

> It is the Union contention that on

March 18, 1966, the Company did violate Article V, Section 5.02 of the Current Collective Agreement as amended on September 1st, 1965.

Mr. Justice Hall noted that the company and the union did not follow the grievance procedure as provided in Art. VIII of the collective agreement; instead, they entered into an agreement that read, in part, as follows:

> The parties appearing at this hearing re the dispute covered in grievance dated March 22, 1966 have mutually agreed to waive the grievance procedure as outlined in the collective agreement, and to waive a Board of Arbitration, and instead submit this matter to a sole arbitrator whose authority will be the same as that of a Board of Arbitration under the collective agreement.

With reference to this agreement, Mr. Justice Hall quoted the following statement made by Mr. Justice Wells, who had dissented from the majority judgment of the Ontario Court of Appeal:

> It was argued also that this was a policy grievance, and as such the only parties concerned were the union and the employer company. In my opinion the hearing was not a policy grievance at all. The provisions of Articles 7 and 8 were completely disregarded, particularly section 8.04 which provides: No matter may be submitted to arbitration which has not been properly carried through all previous steps of the Grievance Procedure.
>
> The arbitration before us can only be described as an *ad hoc* body set up by the union and employer to solve the situation created by the unlawful strike caused by Hoogendoorn's continued employment. If there was a power to do this it must be justified under Part 26, Section 26.01, which is as follows: The parties reserve the right to amend and supplement this Contract by mutual agreement at any time during the duration thereof.

Like Mr. Justice Wells, Mr. Justice Hall was of the opinion that, on the facts, the arbitration proceeding was obviously aimed entirely at securing Hoogendoorn's dismissal. The arbitrator also correctly understood the situation, because he concluded his award by saying: "If Mr. Hoogendoorn fails to comply, then I direct that the Company exercise its powers as an employer and discharge him."

Mr. Justice Hall noted that the majority in the Court of Appeal recognized the impropriety of this direction, and ordered that it be deleted from the award. But, at the same time, it was held that this direction was severable, and that the award could be amended by its deletion — and as so amended, should be upheld. On this aspect of the case, Mr. Justice Hall quoted with approval the following statement made by Mr. Justice Wells:

> In my opinion, there might be some weight to this point of view if the proceedings before the learned arbitrator had proceeded as an impersonal interpretation of the agreement without reference to any individual. One has only to look at the learned arbitrator's reasons, however, to realize that this was not the case. He dealt exclusively with Hoogendoorn's case and any reference to general principles as unrelated to Hoogendoorn, in my opinion, was coincidental.

Employee Not Represented

In the opinion of Mr. Justice Hall, the arbitrator correctly understood that he was adjudicating upon Hoogendoorn's continued employment and nothing else. The proper understanding of the arbitrator's function in the *ad hoc* arbitration proceeding led him inevitably to order Hoogendoorn's dismissal. Mr. Justice Hall stated further that the arbitration between the union and the company was unnecessary, because both parties fully understood and agreed that the collective agreement required Hoogendoorn to execute and deliver to the company a proper authorization form for the deduction of the monthly union dues that were paid by members of the union. Both the company and the union wanted him to do so.

Consequently, in the opinion of Mr. Justice Hall, there was no need for arbitration to determine that Hoogendoorn was required to do so. As both parties knew that Hoogendoorn was adamant in his refusal, the arbitration proceeding was aimed at getting rid of him as an employee because of his refusal either to join the union or pay union dues. Mr. Justice Hall reached the conclusion that Hoogendoorn was not represented by the union in the arbitration proceedings because the union actively took a position completely adverse to him and wanted his dismissal.

Denial of Natural Justice

Mr. Justice Hall came to the conclusion that, considering the circumstances of the case at bar, it was improper for the arbitrator to proceed with arbitration in Hoogendoorn's absence.

The issue in the case at bar was whether the requirement of natural justice was satisfied by arbitration proceedings being conducted in Hoogendoorn's absence and without notice to him. On this issue, Mr. Justice Hall fully agreed with Mr. Justice Wells when he said: "The requirements that natural justice should be done is a fundamental one in our jurisprudence and I think may be succinctly stated by quoting from the opinion of the Judicial Committee of the Privy Council in the case of *University of Ceylon v. Fernando*, reported in (1960) 1 All E.R. 631. This was a case of a student accused of cheating at examinations and the Judicial Committee examined the problem at some length. Lord Jenkins, expressing the reasons for the report by the Committee, made the following observations at page 638, which I would respectfully adopt.

"The last general statement as to the requirements of natural justice to which their Lordships would refer is that of Harman, J., in *Byrne v. Kinematograph Renters Society Ltd.* (1958) 2 All E.R. 579 at p. 599, of which their Lordships would express their approval. The learned judge said this:"

> What, then, are the requirements of natural justice in a case of this kind? First, I think that the person accused should know the nature of the accusation made; secondly, that he should be given an opportunity to state his case; and, thirdly, of course, that the tribunal should act in good faith. I do not think that there really is anything more.

"As I have indicated, these observations apply in my opinion to the circumstances revealed in this case. Without questioning anyone's good faith, I am of the opinion that Hoogendoorn, under all the peculiar circumstances, which I have indicated, was entitled to be heard and with respect, I differ from the view that part of the learned arbitrator's decision can be deleted and that what is left is a proper adjudication of the problem, without any intervention by Hoogendoorn."

Appeal Allowed

The Supreme Court of Canada, by a majority decision (with Justices Judson and Ritchie dissenting), allowed the appeal and quashed the arbitration award on the ground of denial of natural justice, because the arbitration proceedings were conducted in Hoogendoorn's absence and without notice to him; and because Hoogendoorn, whose status was being affected by the hearing, was entitled to be represented in his own right as distinct from being represented by the union, which was taking a position adverse to his interests.

Hoogendoorn v. Greening Metal Products and Screening Equipment Company et al. 67 CLLC, para. 14,064.

NOVA SCOTIA SUPREME COURT

On September 1, 1967, Mr. Justice Coffin, of the Nova Scotia Supreme Court, dismissed an application for a writ of *certiorari* to quash an award of an arbitration board constituted under a collective agreement governed by the federal Industrial Relations and Disputes Investigation Act, on the ground that such a board is not a statutory body to which by statute

the parties must resort, but rather a private arbitration whose award is not subject to review by the court on *certiorari*. Mr. Justice Coffin held further that this ruling could not be affected by the absence of any other remedy, even where the allegation of a denial of natural justice had been made.

Circumstances of Dispute

As the result of an accident that occurred on September 17, 1966, the Cumberland Railway Company (Sydney and Louisbourg Division) dismissed three employees, of whom one was a conductor and another a rear-end brakeman. The two employees in question contended that their dismissal was wrongful, and they claimed reinstatement with full pay. To resolve the employees' grievances, an arbitration board was constituted under a collective agreement between the Cumberland Railway Company and Lodge 684 of the Brotherhood of Railroad Trainmen.

The board was composed of the nominees of the union and of the company, with a chairman, Charles J. O'Connell, Q.C., of Sydney, appointed by the Minister of Labour of Canada. The meetings of the board were held in February and March 1967, and on April 10, 1967 the arbitration board, by a majority decision of the chairman and the union's appointee, ruled that there was insufficient cause for dismissal of two employees, namely, the conductor and the brakeman, and ordered their reinstatement with back pay.

Another relevant aspect of the case, as related by Mr. Justice Coffin in his reasons for judgment, was the fact that, in October 1966, the two employees in question were notified by the insurance officer of the Unemployment Insurance Commission that their claim for benefits had been examined, and that the payments of unemployment benefits from September 25 to October 15, 1966 would be suspended. This decision was appealed to the board of referees of the Unemployment Insurance Commission which, on December 12, 1966, filed a decision that concluded, in the cases of both claimants:

> After reviewing all the circumstances, the Board is of the opinion the claimant did not lose his employment by reason of his own misconduct.

The chairman of this board was Mr. O'Connell.

Following the ruling of the majority of the arbitration board, the company applied for a writ of *certiorari* to quash the decision of the board on the ground that Charles J. O'Connell, Q.C., as chairman of the arbitration board, "was unable to bring to his duties as such chairman an impartial and unbiased mind."

Certiorari and Non-statutory Board

Examining the question at bar, Mr. Justice Coffin considered first whether the company was aware during arbitration proceedings that Mr. O'Connell acted as chairman of the board of referees. After reviewing the available evidence, Mr. Justice Coffin concluded that it had not been clearly established that the company was informed of Mr. O'Connell's participation on the board. He thought, however, that the decision of the court should not turn on that point.

To Mr. Justice Coffin, two issues were relevant in the case at bar: 1. Has the Court jurisdiction to grant *certiorari* regarding the proceedings of the arbitration board in question? 2. Do the facts themselves justify the granting of *certiorari?*

The jurisdictional objection to the granting of *certiorari* in the case at bar was based on the decision of the Supreme Court of Canada in *Howe Sound Co. v. International Union of Mine, Mill, & Smelter Workers (Canada), Local 663* (L.G. 1962, p. 952). This case dealt with an arbitration board established under a collective agreement pursuant to Sec. 22 of the British Columbia Labour Relations Act. Sec. 22 (1) of the Act reads:

> 22(1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

In his reasons for judgment, Mr. Justice Cartwright had quoted the reasons of Mr. Justice Tysoe of the British Columbia Court of Appeal (L.G. 1962, p. 72) for not granting *certiorari* in the circumstances existing in the *Howe Sound* case.

> *Certiorari* does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board; that is, a person or board to whom by statute the parties must resort. Prerogative writs of *certiorari* and prohibition do not go to ordinary private arbitration boards set up by agreement of parties . . . We must, therefore, decide whether this Arbitration Board is a private arbitration body set up by agreement, or a statutory board.

The distinction between a "private arbitration body set up by agreement" and a "statutory board" was made clear by Mr. Justice Cartwright by contrasting the *Howe Sound* case with *Re International Nickel Co. of Canada Ltd. & Rivando* (L.G. 1956, p. 1155). Mr. Justice Coffin quoted Mr. Justice Aylesworth, who, in the *Rivando* case, stated with reference to the Labour Relations Act of Ontario that:

> ". . . in this Province there is statutory compulsion to bargain in good faith and, as a result of such bargaining, a collective agreement comes into being between the parties.
>
> "Section 32(1) provides: 'Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, administration, or alleged violation of the agreement, including any question as to whether a matter is arbitrable.'
>
> "Consideration of these statutory provisions makes it abundantly clear that the parties are under compulsion to arbitrate their differences. The parties are directed by statute as to the matters which must be governed by arbitration; . . .
>
> ". . . it seems to me that the element and degree of compulsion inherent in the Labour Relations Act regarding arbitration of industrial disputes establishes the instant Board of Arbitration as a statutory Board. If this be so, then admittedly *certiorari* may issue to it from this Court. . . ."

Whereas Sec. 22(1) of the British Columbia Act provides for "arbitration or otherwise," Mr. Justice Coffin noted that, in Sec. 32(1) of the Ontario Act, the words "or otherwise" do not appear.

Regarding the case at bar, Mr. Justice Coffin commented that Sec. 22(1) of the British Columbia Act and Sec. 19(1) of the federal Industrial Relations and Disputes Investigation Act are "almost identical." Sec. 19(1) reads:

> 19(1) Every collective agreement entered into after the 1st day of September, 1948, shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation.

He pointed out, however, that Sec. 19(1) does differ from the Ontario section (i.e. 32(1)) by including the words "or otherwise."

Mr. Justice Coffin cited recent cases that strongly indicated that *certiorari* would not lie in the case of arbitration under the federal Industrial Relations and Disputes Investigation Act, i.e. *Re Etmanski and Taggart Services Ltd.* (L.G. 1966, p. 378); *Re Oil, Chemical & Atomic Workers International Union, Local 9-14 and Polymer Corporation Ltd.* (L.G. 1966, p. 592).

In the *Etmanski* case, Mr. Justice McGillivray of the Ontario High Court also stated:

> [Sec. 19 of the I.R.D.I. Act] is both comprehensive and clear and on its face appears to provide a complete code for the settlement of industrial disputes which come within its jurisdiction.

In the case at bar, Mr. Justice Coffin then turned to consideration of the argument on behalf of the company: that the matter raised in its application for *certiorari* involved a breach of natural justice, because of the presence of Mr. O'Connell on the arbitration board, and that when such a breach arose, the fact that no other remedy exists made it apparent that *certiorari* must lie, and that on this point the circumstances of the case at bar were clearly distinguishable from those of the *Howe Sound* case, where the court noted that the parties did have other remedies than *certiorari*. If this argument were accepted, the *Howe Sound* case would have no application. In rejecting this argument, Mr. Justice Coffin stated:

> My difficulty is this: if, in fact, the arbitration board whose ruling is now under attack, is not a statutory body due to the wording of Sec. 19(1) of the Industrial Relations and Disputes Investigation Act, how then can I assume jurisdiction to grant *certiorari*, merely because Parliament has excluded other remedies, if in fact it has? I agree that such exclusion is indicated by the *Etmanski* case *supra*.
>
> It appears to me that once one accepts the principle of the *Howe Sound* case that the arbitration board in question is not a statutory body, the jurisdiction is lacking and the question of the exclusion of other remedies will not of itself give jurisdiction to a body which has none under the authorities.

In conclusion, Mr. Justice Coffin quoted extensively from the British case of *R. v. National Joint Council for the Craft of Dental Technicians (Disputes Committee)* [1953] 1 Q.B. 704, where Chief Justice Lord Goddard offered some basic reasoning behind the jurisdictional objection to granting *certiorari* or prohibition in the case of non-statutory tribunals:

". . . the bodies to which in modern times the remedies of these prerogative writs have been applied have all been statutory bodies on whom Parliament has conferred statutory powers and duties which, when exercised, may lead to the detriment of subjects who may have to submit to their jurisdiction. . . .

"Where . . . the tribunal were a body on whom a great many powers had been conferred by Act of Parliament, it is essential that the courts should be able to control the exercise of their jurisdiction strictly within the limits which Parliament has conferred upon them. But that is quite a different thing from saying that an arbitrator can be controlled by this court by means of an order of *certiorari* or prohibition because, although the arbitrator is going to settle the dispute between the parties, in one sense he is the antithesis of a court. A person goes to arbitration because he does not want to go to court. Therefore, he sets up his own private judge to decide the case; but the arbitrator is not deciding it as a judge, he is deciding it as an arbitrator . . . .

". . . There is no instance of which I know in the books where *certiorari* or prohibition has gone to any arbitrator except a statutory arbitrator, and a statutory arbitrator is a person to whom by statute the parties must resort.

"For these reasons, I think that it would be a great departure from the law relating to prerogative writs if we were to apply these remedies to an ordinary arbitrator, whether the arbitrator is a single arbitrator or a body of men who are called a council . . . ."

In view of the strength of opinions expressed in the case law, Mr. Justice Coffin felt bound to refuse the application for *certiorari* and upheld the arbitration award.

Regina v. O'Connell et al., Ex parte Cumberland Railway Co. (1967) 64 DLR (2d) p. 97.

Search for Ways and Means

Continued from page 148

lations matters should be very helpful to all parties. It certainly should give us a better idea of what is bothering each party and also in what way the Department can be of better service to them."

As another positive step towards better understanding, he described the Department's basic information and research program. The Department conducts five nation-wide surveys on wage rates, working conditions, collective bargaining, union organizations and strikes. In addition, the Department carries out basic studies and analyses on various aspects of industrial relations and their connection with other economic activities.

Wage Information

"At present we are putting special emphasis on wage information," said Dr. Schonning. "We feel there is far too little sound understanding about wages, and especially the role that they play in our economy."

If wages generally go up too fast or too slowly, cost and income are likely to impair production and employment. "In general, but of course within certain limits, strongly advancing wages support technological advancements, efficiency and stronger market demand," he said. "While we all agree that the share going to capital must be adequate, strongly advancing wages will give more support in maintaining growth of capital formation than when wages lag."

Dr. Schonning said that there is some indication that wages may have advanced too vigorously in the past two years. "One might also argue that they advanced too slowly in the three years previous to that, and that during that period, profits and the demand for investment rose too sharply in relation to wages."

Much has been stated, he said, about the impact that collective bargaining has on wages and price development. "There is considerable evidence suggesting that collective bargaining may add only marginally to wage advances that would obtain in the absence of collective bargaining."

When Demand Exceeds Supply

When management and union in a number of European countries agreed on annual wage increases, the speaker continued, they found that "wages drifted much higher than were agreed upon," demonstrating that demand for labour exceeded supply, a situation that will raise wages with or without unions. "This is a lesson in the economics of the labour market which we sometimes forget."

He asserted that he had "great doubt" about the ability of our work force, with more than 96 per cent employed, to adjust adequately to a 6-per-cent volume growth rate and still keep wages and prices from impairing our balance-of-payments position. "We may be able to do this in the future, but I don't think we are ready for it yet."

Tight labour markets, and reasonably good profit conditions, make management decisions very difficult, he said. Management has to decide if it can live with the cost arising from a union demand, or reject the demand and risk a strike.

"Apart from government keeping things in reasonable balance, unions and management can improve the collective bargaining decision process by giving more emphasis to longer-run objectives, and by facing and resolving common problems as they arise," he said.

"In the future, I can foresee a stage in collective bargaining when unions and management do not declare minor or major wars every one, two or three years in order to settle their differences, but that wages, working conditions, and job security problems will be dealt with whenever the need arises, and with very infrequent use of the strike weapon."

In conclusion, Dr. Schonning said: "The success of the collective operation will rest heavily . . . not only on governmental fiscal and monetary policies, but also on the ability of union and management to establish mature relations and positive attitudes towards ways of resolving conflict issues, and on the positive approach taken by government in finding imaginative ways of assisting, but not interfering with, those who have the prime responsibility of carrying out this important function."

Recent Regulations under Provincial Legislation

In the fall of 1967, the Provinces of Alberta, British Columbia and Manitoba passed new minimum wage orders.

The special minimum wage order providing for the payment of a learner's rate to women with less than eight weeks experience in the garment industry, on a permit system, has been re-introduced in Alberta, effective November 1, 1967 (Alta. Reg. 394/67, gazetted October 31). This order was first introduced in 1962 (Alta. Reg. 75/62) and cancelled, effective from April 1, 1966 (Alta. Reg. 13/66).

As a result, the inexperienced worker may be paid $1 an hour for the first four weeks of employment, and $1.15 for the second four weeks. The general minimum rate in Alberta has been $1.15 as of August 1, 1967 and $1.25 as of January 1, 1968.

No more than 25 per cent of the employees in an operation may be learners, except where there are fewer than four workers, in which case one may be inexperienced.

B.C. Minimum Wage Acts

The British Columbia Board of Industrial Relations, which issues individual orders for specific industries and occupations, is in the process of revising orders to increase male and female minimum wage rates.

As already reported (L. G., June and July 1967, p. 368 and 419), rates for office workers, the manufacturing and mercantile industries, hotels and catering, the laundry, cleaning and dyeing industries, the fishing industry (fish processing), and elevator operators and starters were increased in two stages to $1.25 an hour, effective from November 1, 1967. To extend minimum wage protection, a new order was introduced applying to almost all workers not otherwise covered. It, too, established a minimum rate of $1.25 an hour. Thus, British Columbia, through its separate orders, is well on the way to establishing the equivalent of a general $1.25 minimum rate.

The Board has also increased the minimum rates in a number of its orders covering classes of workers having special skills. As a result of these increases, which range from 35 to 50 cents an hour, the new hourly rates are as follows:

- in the construction industry, the rate for tradesmen is $2.50 and for other employees $1.65 (B.C. Reg. 212/67, gazetted September 14, effective October 2);
- machinists, moulders, refrigeration and sheetmetal trades must also receive a minimum of $2.50 (B.C. Reg. 213/67, gazetted September 14, effective October 16);
- in the automotive repair and gasoline service station industry, tradesmen must receive $2.50 and other workers $1.25 (B.C. Reg. 214/67, gazetted September 14, effective October 2);
- the minimum rate for electronic technicians is $2.00 (B.C. Reg. 223/67, gazetted September 28, effective October 30);
- in the boat-and shipbuilding industry, the rate for tradesmen is $2.25 and for others $1.65 (B.C. Reg. 232/67, gazetted October 12, effective November 27).

A number of categories of workers were exempted from the provisions of the Minimum Wage Acts: persons in a position of supervision or management, or employed in a confidential capacity (B.C. Reg. 215/67, gazetted September 14); part-time instructors employed by boards of school trustees and educational institutions (B.C. Reg. 224/67, gazetted September 28); and teachers, as defined in the Public Schools Act (B.C. Reg. 244/67, gazetted October 26).

Manitoba Employment Standards Act

The minimum wage regulations under the Manitoba Employment Standards Act have been amended to raise the minimum wage rate by stages, to repeal the section covering piecework rates, and to raise the minimum rate for learners.

For workers 18 years of age and over, the minimum is $1.10, effective December 1, 1967, and is to be increased by five cents on April 1, August 1, and December 1, 1968, to reach $1.25 on December 1, 1968. As of November 30, 1967, the minimum for workers under 18 is $1 an hour.

The 1965 provision, which states that employers who paid their workers on an incentive or piecework basis satisfied the minimum wage requirements if four fifths of the employees, other than learners, earned the equivalent of the minimum, has been repealed.

Inexperienced workers not covered by a learner's permit are to be paid 15 cents less than the minimum, but not less than $1 an hour, for the first three months of employment. They are to receive 5 cents less than the minimum for their second three months of work, after which the full minimum must be paid. The amendments came into effect on December 1, 1967, as Man. Reg. 116/67, gazetted October 28.

Insurance Registrations And Other UIC Statistics

On October 31, 1967, insurance books or contribution cards had been issued to 4,917,185 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 396,380, an increase of 1,086 since September 30.

During October, there were 12,474 investigations conducted by enforcement officers across Canada. Of these, 9,524 were spot checks of claims to verify the fulfilment of statutory conditions, and 836 were miscellaneous investigations. The remaining 2,114 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 380 cases, 117 against employers and 263 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 750.*

Revenue received by the Unemployment Insurance Fund in October totalled $39,045,966.52 compared with $37,959,998.56 in September and $35,908,298.83 in October 1966.

Benefits paid in October totalled $15,493,858.32 compared with $15,771,587.82 in September and $12,336,003.05 in October 1966.

The balance in the Fund on October 31 was $346,306,535.27 compared with $322,754,427.07 on September 30 and $249,462,697.83 on October 31, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Benefit Claimants in October Exceed September Total

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit numbered 242,500 on October 31. This exceeded by 15 per cent the 210,900 recorded on September 29, 1967, and by 32 per cent the 184,300 for October 31, 1966. By comparison both with last month and with the same period one year ago, males accounted for approximately three quarters of the increase.

Half of the claimants reporting at the end of October 1967 were recorded as being on claim from one to four weeks, and of these, almost 70 per cent were males.

Initial and Renewal Claims

A total of 114,900 initial and renewal claims for benefit were received in local offices across Canada during October, compared with 82,700 in September and 86,200 a year ago. About 95 per cent of the October claims represented separations from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during October was estimated at 138,500 compared with 160,100 in September and 129,500 a year ago. Benefit payments during October totalled $15.5 million versus $15.8 million in September and $12.3 million in October 1966. The average weekly payment was $24.86 for October, $24.62 for September and $23.82 for October 1966.

Provincial Data

Increases in the monthly total of claimants since September occurred in all provinces. The rate of increase in the Western Provinces was significantly greater than the overall rate of 15 per cent. The count increased by 28 per cent in Saskatchewan, 24 per cent in Alberta, and 27 per cent in British Columbia. In Saskatchewan, the number of male claimants increased more than 50 per cent. The proportion of male claimants in the Prairie Provinces continues to be below the national average.

Compared with October 31, 1966, the number of claimants decreased generally in the Atlantic Provinces, while increases occurred elsewhere. Ontario ranked first with an increase of 56 per cent. Among males, the increase in Ontario was 75 per cent, double the national rate. In Quebec, the number of male claimants increased by almost one half.

Although the claimant count remained unchanged in Ontario from September 30 to October 31, 1966, there was a 12-percent increase during this interval in 1967. Layoffs in the transportation segment of the manufacturing industry probably account for a large part of the increase this year.

Summary Table

Activity	*Oct. 1967*	*Sept. 1967*	*Oct. 1966*	*Cumulative Data 1968*	
				January to October	*12 months ending October*
		(in thousands)			
Insured population as at month-end	—	4,616	4,538	—	—
Initial and renewal claims filed					
Total	115	83†	86	1,353	1,757
Initial	79	56†	60	990	1,298
Renewal	36	26†	26	363	459
Claimants currently reporting to local offices	242	211	184	357*	355*
Beneficiaries (weekly average)	139	160	130	279*	261*
Weeks compensated	623	641	518	12,049	13,543
Benefit paid	$15,494	$15,772	$12,336	$306,178	$342,892
Average weekly benefit	$ 24.86	$ 24.62	$ 23.82	$ 25.41	$ 25.32

*Monthly average.
†Discrepancy between totals and subtotals is due to rounding.

Employment and Unemployment In December

Employment declined by 65,000 to 7,344,000 between November and December, but was 171,000 higher than a year ago.

The labour force, at 7,697,000 was 1,000 lower than in November, and 258,000, or 3.5 per cent higher than a year earlier.

Unemployment increased by 64,000 during the month from 289,000 in November to 353,000 in December, and was 87,000 higher than in December 1966.

Total unemployment in December represented 4.6 per cent of the labour force, compared with 3.6 per cent in December 1966, and 3.5 per cent in December 1965.

Employment

Employment, at 7,344,000, decreased by 65,000 between November and December.

Compared with a year earlier, total employment increased by 171,000 or 2.4 per cent. The largest advances were in community, business and personal service (120,000), and trade (59,000). Manufacturing employment was 45,000 lower than the year before, and construction employment declined to 18,000.

Employment was higher than a year earlier in British Columbia (7.7 per cent); in the other four regions, the employment gains ranged from 0.5 per cent in Quebec to 2.8 per cent in Ontario.

About 75 per cent of the 65,000 decline in employment between November and December was in agriculture. The larger-than-seasonal decrease during the month brought farm employment back to the level of a year earlier. The decrease of 17,000 in non-farm employment was slightly less than the average November-December decline during the past five years. Decreases during the month were chiefly in construction (41,000), and manufacturing (26,000). These declines were partly offset by a pre-Christmas increase of employment in trade (47,000).

Unemployment

Unemployment, at 353,000, was 64,000 higher than in November 1967, and 87,000 higher than in December 1966. Of the 353,000 unemployed, 278,000, or about 80 per cent, had been out of work for less than four months. Of the remainder, 42,000 had been unemployed from four to six months, and 33,000 for seven months or more.

Decision of the Umpire Under the Unemployment Insurance Act

CUB–2719

The claimant filed a renewal application for benefit, and registered for employment as a photographer. He stated that he had last worked as a day labourer in Montreal, at wages varying from $1.20 to $1.38 an hour, when he terminated his employment for the following reasons:

> Voluntarily, I felt that it was not paying enough. During the period I worked, I worked about 40 hours a week. I left to come to the Gaspé Peninsula where I hope to find work. No other work during the past six weeks. Unemployed since November 5, 1966.

The employer stated that the claimant had left his employment, because "we were unable to assure him of regular employment."

The insurance officer notified the claimant that he was disqualified from receiving benefits for about a one-month period, because he had "voluntarily left his employment without just cause" within the meaning of the Act.

The insurance officer made the following observations:

> According to the established jurisprudence, it is advisable, in the interest of all concerned, that if a claimant has the opportunity to work part time or reduced hours, he should keep on working until he finds other employment instead of being totally unemployed.

In his appeal to the Board of Referees, the claimant stated:

> It is not regular employment. This company hires by the day for other companies. Sometimes we work half a day and at other times one or two days for different companies. The employment office cannot provide us with regular employment on which we may live. I went to their office every day. Sometimes there is work, sometimes there is none. I therefore had to return home.

After the claimant's appeal to the Board, the local office employment officer made the following statement:

> During the period he worked for the company the claimant stated that he averaged 40 hours a week. The claimant left his employer because the future was uncertain. During the weeks following his departure, he could have worked full weeks, or not at all, or a day or two . . . .

The Board of Referees heard the appeal, and its majority decision reads, in part, as follows:

"Considering the Act and the jurisprudence, considering the facts on file, considering that the claimant admitted at the hearing of his appeal that he had not assured himself of other employment before leaving his employment with . . . ., the Board of Referees, the employees' representative dissenting, upholds the insurance officer's decision to suspend the payment of benefits to the claimant for a period of four weeks. The Board of Referees notes, however, that the claimant's employment with . . . was temporary and insufficiently remunerative. The claimant indeed stated that the work he did for various companies differed greatly from place to place, that he worked only one 40-hour week, and that the other weeks were much less remunerative. He had, as a matter of fact, to pay his own transportation, and it could take him from 1½ to 2 hours to travel from [the company that employed him] to his place of work. . . ."

The dissident member expressed the opinion that "the claimant had just causes to leave his employment" and added: ". . . I consider that the claimant did all he could to find employment . . ." by applying for work with various employers in and outside Montreal.

The claimant appealed to the Umpire on March 8, 1967.

Considerations and Conclusions

Nothing in the evidence shows that the employer, with respect to both the wages paid and other working conditions, did not meet his obligations to the claimant.

One of the reasons given by the claimant for leaving his employment is that he did not work full time. He was therefore free to look for work, a fact which supports the opinion expressed by the majority decision of the Board of Referees that he should have assured himself of other employment before being totally unemployed.

At the end of its majority decision, however, the Board of Referees outlined various reasons of a nature to attenuate considerably the seriousness of the action taken by the claimant . . . It does not seem that the Board of Referees realized that by imposing the same disqualification as the insurance officer, it had reduced the duration of the disqualification period by only one week. This is insufficient.

For this reason, while I confirm in principle the majority decision of the Board of Referees, I decide to reduce the duration of the disqualification period to two weeks . . . .

Wage Schedules Prepared In November

During November, the Department of Labour prepared 237 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 156 contracts in these categories were awarded. In addition, 189 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	131	$244,020.00
Post Office	3	55,563.93
RCMP	7	232,608.00
Transport	5	29,640.93

During November, the sum of $8,181.15 was collected from 13 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 269 workers concerned.

Cases Nos. 89 to 95

Canadian Railway Office of Arbitration Releases Decisions in Seven Disputes

The Canadian Railway Office of Arbitration dealt with eight disputes, Nos. 83 to 90, on November 13, 1967. The latter two are summarized below. The summaries of the remaining six hearings were reported in the February issue of the LABOUR GAZETTE on page 109. The two cases reported here concerned the disciplining and suspension of an engineer, and the claims of 15 trackmen for additional compensation.

On the following day, November 14, the Office of Arbitration considered an additional five disputes, which are summarized below.

Case No. 91 concerned the claim of a yard foreman for additional pay.

The remaining four cases, Nos. 92 to 95, were all connected with a strike staged by the Brotherhood of Railroad Trainmen against the Canadian Pacific Railway Company (Atlantic Region), between August 26, 1966 and September 2, 1966. In connection with the strike, a Board of Conciliation submitted its report on August 9. Its recommendations were not accepted by the brotherhood and, on August 22, the Board advised the company that a strike had been called to begin on August 26.

In these four disputes, the employees submitted claims to compensate for the cancellation of their regular assignments due to the scheduled strike action.

Summaries of cases Nos. 89 to 95 appear below.

CASE NO. 89

Dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers concerning a 30-day suspension that was assessed a locomotive engineer for insubordination.

The carman responsible for inspection of a train on which the grievor was the engineer requested the inspection control centre to arrange for him to set up the brakes to make an air brake test. Inspection control then communicated with the yardmaster, who in turn communicated with the engineer.

According to the engineer, in the original transmission by the yardmaster, the latter was not certain whether a setup or release of the train brakes was required. This resulted, the grievor claimed, in confusion in his mind as to the exact instructions.

No one contradicted the fact that the procedure for conducting a No. 1 air brake test in Toronto has, since the opening of the new electronic yard in February 1965, involved the relaying of signals by radio for a setup of the air brakes from a carman to an inspection control centre, then to the appropriate yardmaster, and finally to the engineman who applies the train brakes.

It was admitted by the company that, if the original signal to the engineer was unclear as alleged, he acted quite properly at that time in not responding to the signal. It was established, however, that within a few moments of receiving the first signal, the engineer was instructed by the yardmaster to apply the brakes. It was alleged that, at the same time, he was advised of the whereabouts of the carman. The engineer refused to set up the brakes on the basis that confusion existed as a result of the first signal. He demanded that the carman who had initiated the signal from the rear of the train was required at the engine before the brakes could be set.

The company alleged that nothing in the regulations or instructions applying to the conducting of air brake tests, and nothing in the Uniform Code of Operating Rules suggests that the engineer could demand the presence of the carman at the engine before he would apply the brakes.

It was stated that, when the engineer refused to set up the brakes on receiving the second signal from the yardmaster, the matter was reported to the general yardmaster, who in turn reported it to the trainmaster road foreman. He proceeded to the cab of the engine and asked the engineer if he had received instructions to set up the brakes. The engineer replied that he had, but that he would not apply the brakes until he had seen the carman. In his capacity as a supervisor of the Toronto yard, the trainmaster yard foreman then instructed the engineer to apply the train brakes. The engineer refused to do so, and he was advised that he was out of service.

The company submitted that the engineer admitted during an investigation that he had been informed by the yardmaster, when advised the second time to set up the train brakes, "that the carman was at the rear of the train waiting."

The brotherhood submitted that the procedure requires that an employee must be at the rear of the train to fulfil all the requirements of the rule.

The arbitrator noted that an examination of the rule disclosed no statement that a carman must be at the rear of the train before the brakes are set for the test. The requirement for the test shows that the air brake system in the train must be charged to within 15 pounds of standard air pressure, but to not less than 60 pounds for a freight train. While the air brake system is being charged, a carman examines the train from front to rear for leaks. He must ensure that the angle cocks, cutout cocks and retaining valve handle are in proper position, that the reservoir drain valves are closed, that the air hose is properly coupled, and that the hand brakes are fully released.

When the carman arrives at the rear of the train and is satisfied that the air brake system has been charged to the required amount by the caboose gauge indication, he initiates a signal to apply the brakes. The signal can be by hand directly to the engineer; it can be by hand to another carman or other employee, who in turn relays it to the engineer; it can be by radio to the engineer, or by radio to another employee who in turn relays it to the engineer.

Once the train brakes have been applied by the engineer, the carman proceeds from the rear of the train toward the engine, checking to see that brakes have been applied on each car and that brake piston travel is correct. When this inspection has been completed, a release signal is given to the engineer by the carman, who is standing in the immediate vicinity of the engine. Following the release of brakes, the carman returns along the train toward the rear end, and inspects each brake to see that it has properly released. He then communicates with the engineer either directly, if there is a portable radio available in the caboose, or relays the information through other employees, informing the engineman of the number of cars in the train, the number of functional brakes, and announcing completion of the No. 1 air brake test.

It was the principal contention of the brotherhood that a proper signal under the rule was never received—and, in fact was never given.

In a booklet issued by the CNR, headed "Rules for the Operation, Maintenance, Inspection and Testing of Air Brake and Communicating Signal Equipment on Motive Power, Cars, and Work Equip-

ment," it is stated: "Supervisors, inspectors, enginemen and trainmen are responsible for making the required tests in accordance with these rules."

The arbitrator was satisfied that, whatever doubt existed in the mind of the engineer when the original signal was given, this was clarified for him by the instructions he received from the trainmaster yard foreman, a supervisor. The arbitrator found that he should have complied with those instructions, and that nothing then existed that would permit him to invoke Rule 108 of the Uniform Code of Operating Rules in situations where doubt or uncertainty prevailed.

The company's presentation included a record of disciplinary action taken against the engineer since 1942. Although this evidence could not enter into the decision as to whether or not his conduct on this occasion was blameworthy, it could be considered with respect to the severity of the penalty imposed. The arbitrator was satisfied that the disciplinary action taken in the circumstances outlined was justified and that the penalty imposed was not unduly severe.

For these reasons the grievance was dismissed.

CASE NO. 90

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Maintenance of Way Employees concerning the claim of the brotherhood that all trackmen employed in extra gangs in yard terminals be compensated under wage agreement No. 14.

Two agreements covering the Maintenance of Way Employees were entered into between the brotherhood and the Railway Association of Canada, of which the company is a member.

Agreement 14 covers Maintenance of Way employees working in the track, bridge and building departments, for whom rates of pay are provided by schedule, as well as labourers in extra gangs "unless they are engaged practically the year round [and therefore] are not to be considered as coming under the schedule." Agreement 13 covers "extra gang labourers." who are defined as "employees working in temporary extra gangs," for whom rates of pay are provided in their agreement.

In this dispute, 15 sectionmen, who had been covered by agreement 14 and were laid off, and who then became members of a temporary gang working in the yards of the terminal, issued a claim for pay at sectionmen's rates of pay. In addition, the brotherhood extended the claim to ask that all sectionmen employed in extra gangs be paid at sectionmen's rates of pay.

The facts showed that the grievors were laid off because of a reduction in staff, and that they were then given preference of employment in order of seniority in the extra gang, in accordance with agreement 14.

The brotherhood charged that wages and working conditions established by wage agreement 13 were "grossly inadequate, unfair and unjust," and that the railway was trying to take advantage of the skill and training of [sectionmen who, by seniority, are assigned to vacancies or new positions considered to be of a seasonal nature] by abolishing their jobs and recruiting them in so-called extra gangs and subjecting them to the considerably lower wage rates and wholly inferior working conditions of wage agreement 13."

In summary, the brotherhood claimed that the laid-off sectionmen employed in extra gangs in the terminals should be paid sectionmen's rates of pay because:

- they are not the type of employees excluded from wage agreement 14 or contemplated to be covered by wage agreement 13;
- they are not the type of "large temporary extra gangs" contemplated in agreement 14;
- even if these are extra gangs, they are being used in violation of agreement 14;
- these gangs are covered by agreement 14; and
- the establishment of these gangs and similar gangs should be a matter of negotiation under agreement 14.

The company stated that a temporary extra gang was established for the purpose of changing rails, re-lifting temporary diversions, ballasting, removing rubbish from tracks, and snow removal. It said that this comprised some laid-off sectionmen who had exercised their seniority under agreement 14. One provision of that agreement reads:

> Section rates of pay shall not apply on large temporary extra gangs employed in ballasting and lifting track where new material has been distributed continuously along the line, re-laying rail out of face, lining and other work incidental to such ballasting and re-laying rail, or in other work too heavy for regular section gangs to perform.

The company claimed that it had never contended that the particular extra gang in question was a "large temporary extra gang" as contemplated in that provision. It submitted that a section of agreement 13 defines extra gang labourers as employees "working in temporary extra gangs, for whom rates of pay are provided in this agreement." That definition is not limited to large temporary extra gangs, the company said. It further claimed that, in establishing this extra gang, which these particular grievors joined when laid off, there was no violation of agreement 14, because this extra gang did not take the place of the regular section gang.

The company stated that the men concerned had worked on temporary extra gangs previously and were employed on section gangs at a later date, replacing regular sectionmen assigned as machine operators. When the regular sectionmen returned to the section gangs, they displaced the relief men, the latter then being set up in the extra gang.

The arbitrator noted that there were no job descriptions in either of these two agreements, beyond that mentioned above. There was no claim submitted on behalf of the 15 employees involved in this claim to the effect that they were laid off improperly as sectionmen. This being so, the arbitrator believed that the company apparently had the right to reduce the staff.

He said that these men then exercised their seniority rights, as provided in agreement 14, to join an extra gang then in existence. In order for this claim to succeed, the arbitrator found that it would be necessary to establish that, when working under agreement 13, the 15 employees were actually performing the work of sectionmen covered by agreement 14. Because this had not been established, the arbitrator disallowed the claim.

CASE NO. 91

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claim of a yard foreman for five hours pay, this being the difference between what he was paid and the basic pay under the provisions covered in the collective agreement.

A yard foreman began work on his regular assignment. After having been on duty approximately one hour and five minutes, he sustained an injury to his head, and was unable to continue on duty. He was taken to a hospital for medical attention and, upon being released, did not return to his employment. A replacement was called to carry out the foreman's regular duties. When the grievor was paid for three hours work, he submitted a claim for the balance, which made a total of eight hours pay.

In presenting the dispute, the brotherhood relied upon several portions of the collective agreement, which read, in part:

- eight hours or less shall constitute a day's work;
- workweek of forty hours is established, consisting of five consecutive days of eight hours each;
- all regular or regular relief assignments for yardmen shall be for five consecutive days a workweek of not less than eight consecutive hours a day, except

as otherwise provided in this agreement; and

• a regularly assigned yardman who does not lay off of his own accord will be paid not less than the number of days in the month, less the bulletined days off of the assignment and statutory holidays.

The brotherhood contended that there was no substance to the company's contention in this matter that the first clause mentioned above had no application in instances of this nature or that it contemplates an employee's being available for service throughout the tour of duty.

The brotherhood referred to the arbitrator a decision by the former Canadian Railway Board of Adjustment (Case No. 545) which upheld a claim for a full day for an employee unable to complete tour of duty because of an accident sustained on the railway. The arbitrator noted, however, that there was a provision in the collective agreement relating to the former dispute that did not appear in the agreement under consideration.

In addition, the brotherhood referred to the arbitrator a letter it had received from the General Manager of the Canadian Pacific Railway (Eastern Region) two years previous, concerning a claim made on behalf of an employee who had suffered an injury during his tour of duty and who had received payment for eight hours. There was contained in the letter a statement that "after giving full consideration to the circumstances surrounding this claim, I am arranging payment on the understanding that this will not create a precedent."

The company submitted that the first clause mentioned above is intended as a deterrent to the company's establishing yard assignments for less than an eight-hour shift, and that it requires minimum payment of eight hours where, for service requirements, the company releases an assignee before the completion of the eight hours. The company argued, however, that payment for the minimum day contemplates an employee's being available for service for a full tour of duty. Because this particular employee was not able to complete his shift, he was not entitled to be paid for the hours he did not work. In making his award, the arbitrator said he believed that the company has the right to expect an employee to work an assigned eight hours on any day of his regular workweek. If he does, the provision applies. If he does not, not because of an action of the company but because of a consequence "of his own accord," the provision would have no application. In this case, because the employee decided of his own accord that he was unable to continue for the eight hours required, the arbitrator found that the guarantee, with its qualification, did not apply for the benefit of the yard foreman, and he disallowed the claim.

CASE NO. 92

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 200 miles each, as a result of the cancellation of their regular assignment.

A conductor and two trainmen were assigned to the regular wayfreight run bulletined to leave the home terminal on Sundays, Tuesdays, and Thursdays, and returning on Mondays, Wednesdays and Fridays.

The brotherhood served notice to the company of its desire to open the collective agreement for negotiations. When the parties failed to arrive at a settlement of the issues, the dispute was submitted to a Board of Conciliation. Its report was delivered, but the recommendations were not accepted by the brotherhood.

After two weeks, the brotherhood advised the company that a strike had been called to begin four days later at noon, standard time. On the day prior to the scheduled commencement of the strike, the company cancelled the run of the conductor and the two trainmen. Claims were submitted by the brotherhood under the provisions of an article of the collective agreement covering conductors and brakemen. The claims were repudiated by the company.

The brotherhood claimed that, in cancelling the wayfreight assignment of this crew because of the impending strike, the company had violated a portion of the collective agreement that read in part: "When regular assigned wayfreight runs are cancelled and it is possible to operate other trains, the assigned crews will be allowed 100 miles except when cancelled on Sundays or on statutory holidays."

The company claimed that the circumstances involved on the dates in question did not come within the only two exceptions mentioned in this provision.

The arbitrator was advised also that, after this crew was cancelled, the company was obliged to call an unassigned crew from a third station to operate between the home terminal and the other station and return. This crew was called for 1.30 p.m. to man an extra train through to the station, which is the established terminal for the regular wayfreight crew. On the following morning, the crew was ordered to report at 5 a.m. to operate the train to the home terminal and then return it to its point of origin. This operation, it was contended, supported the brotherhood's claim.

The company submitted that, with a strike impending, it was essential that the company ensure that its equipment was safely stored for the duration of the strike. Taking these precautions meant that the equipment assigned to the wayfreight run had to be moved to Montreal and stored prior to the time set by the brotherhood for the commencement of the strike. Consequently the assignment in question had to be cancelled.

The company admitted that a train did operate on the special run described above, and that the crew was called in for turn around service. The company had intended to tie up the equipment that day, but when the crew arrived at the station, it booked rest. The company submitted that the provisions of the collective agreement apply under normal conditions, but not in the circumstances in which this assignment was cancelled — namely, the brotherhood's calling of a strike.

The arbitrator found that it was the company's desire to run trains on the days in question. They were prevented from doing so because of the employees' decision not to permit this to be done. He decided that, in the face of an impending strike, it was reasonable for the company not to allow equipment to go out on trips that could not be completed in time to permit proper storage of that equipment for the duration of the strike.

The arbitrator was satisfied with the explanation offered by the company as to the operation of the train between the two terminals on the day preceding the impending strike — namely, that it was the unexpected development of the crew's booking rest that delayed the operation of the train to its storage point in the time originally intended.

In the pertinent article of the collective agreement, the important words to be applied are: ". . . and it is possible to operate other trains . . .;" a strike does not make it possible to operate other trains, the arbitrator said.

For these reasons, he disallowed the claim.

CASE NO. 93

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 100 miles each for a regular assignment that was cancelled.

A crew, comprising a conductor and two trainmen, were assigned to a regularly assigned freight pick-up that operated between two terminals, leaving the home terminal at 3 a.m. on Mondays, Wednesdays and Fridays, and returning at 9 p.m. on the same days.

When the report of a Board of Conciliation was not accepted by the brotherhood, it advised the company that a

strike had been called for, to begin at noon, standard time, two weeks after the submitting of the Board's report.

On the day that the strike was scheduled to begin, the tour of duty for this crew was cancelled. The brotherhood maintained that the cancellation was in violation of the guarantee provided for in the collective agreement, but the company refused to make any payment.

In support of the claim, the brotherhood advised the arbitrator that, on the morning of the scheduled strike, the company operated its regular passenger train 132, due to leave at 8.05 a.m. and to return at 11.05 a.m. The fact that the company did operate a passenger train over the track used by the regularly assigned freight crew should support the claim that these men were entitled to 100 miles, because of the cancellation of their tour of duty, the brotherhood added.

The company explained that the passenger train did operate as described, because it could reach the home terminal for storage before the strike deadline of 12 p.m. The company submitted that the provisions of the collective agreement apply under normal conditions only. On this occasion, the desire to have the equipment ordinarily operated by this crew in proper storage at the home terminal was the only reason for the cancellation.

In making his award, the arbitrator disallowed the claim for the same reasons as given in Case No. 92.

CASE NO. 94

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 200 miles each for a regular assignment that was cancelled for two consecutive days.

A conductor and two trainmen were regularly assigned to wayfreight trains 79 and 80, which were scheduled to leave the home terminal at 6 a.m. on Monday, Wednesday and Friday for a second terminal, and to leave there at 5 a.m. on Tuesday, Thursday and Saturday, for the return trip to the home terminal.

When this assignment was cancelled for two days, the brotherhood maintained that the collective agreement had been violated, and it claimed 100 miles for two days for each of the grievors.

When the report of a Board of Conciliation was not accepted by the brotherhood, it advised the company that a strike had been called for, to begin at noon, standard time, two weeks after submission of the Board's report.

There was no dispute over the fact that, because of the impending strike, the company had had to move the equipment assigned to trains 79 and 80 to a storage depot prior to the time set by the brotherhood for the commencement of the strike. Upon the cessation of the strike, there was no equipment at the home terminal, the company said. It was therefore not possible to operate train 80 from the home terminal, bacause there was no diesel power available at that point, and there were no crews at the storage depot to move either train or diesel power to the home terminal.

The brotherhood advised the arbitrator that the company operated train 54 on the portion of a subdivision used by trains 80 and 79 and, on the following day, operated trains 58 and 983 on the same trackage. This indicated, the brotherhood said, that the track was in perfect condition, and that it was therefore possible to operate other trains had the company cared to do so. In addition, the brotherhood submitted, the company had equipment and crews available at another storage depot which could have been used to supply the required power.

The company argued that the provisions of the collective agreement applied under normal conditions, but not to the circumstances in which this assignment was cancelled — namely, the calling of a strike by the brotherhood. The company further stated that, on the dates in question, no trains were operated over another subdivision of the run, which is the subdivision in which trains 79 and 80 operate.

In giving his award, the arbitrator noted that, when a general strike occurs, there is bound to be disruption of operations. The desire of the company to have its equipment properly stored before the commencement of a strike whose duration could not be accurately estimated was reasonable. And if such storage precautions caused a delay in getting operations back to normal after cessation of the strike, then this, too, was understandable said the arbitrator. These are matters to be considered before a strike is entered into, and to be understood when it ceases, he added.

For these reasons, the claim was disallowed.

CASE NO. 95

Dispute between the Canadian Pacific Railway Company (Altantic Region) and the Brotherhood of Railroad Trainmen concerning the claim of a yard foreman and helper for three hours pay, which was what the crew would have earned prior to a 12 p.m. strike deadline set by the brotherhood.

A foreman and helper regularly worked in yard service, and their starting time was 9 a.m. There was no locomotive stationed at the yard, so the assignment on this occasion was being worked with a locomotive from another assignment.

On the day of the strike, the road assignment was not operated because of the impending strike and, as it was known that there would be no locomotive available to work the yard, the yard assignment was cancelled.

A claim was submitted by the brotherhood under the provisions of the collective agreement covering yard foremen and helpers. It was denied by the company on the grounds that there would not be sufficient time before the commencement of the strike to bring a locomotive, whose road assignment originated at another teminal, into the yard and then return it to a storage depot 120 miles away. Despite the fact that the rules of fhe collective agreement provide payment ot not less than a minimum day's pay for each day an assignment is bulletined to work, whether worked or cancelled, the brotherhood reported that, when handling this claim with the company, it took into consideration the fact that the strike would not be called until noon. The claim was accordingly reduced to three hours, which represents the time the crew would have worked had they been used.

The brotherhood expressed its fear that a decision holding that lack of power would justify cancellation of an assignment and of the protection that these employees have, would result in the breaking of "a life-long yard guarantee."

The company argued that the provisions of the collective agreement did not contemplate payment or a guarantee under conditions brought about by action on the part of the brotherhood itself. An additional rule states that all regular or regular relief assignments for yard service employees shall be for five consecutive days a workweek, and not less than eight consecutive hours a day, except as otherwise provided in the agreement.

In making his award, the arbitrator noted that, on this occasion, these employees were not available for work for eight consecutive hours on the day in question, because they have "laid off of their own accord," although the company had wanted them to work. He was satisfied that there was no equipment available because of the impending strike. As he has indicated in Case No. 94, this was a consequence of the strike; and no matter how justified the strike may have been, such consequences must be considered before and understood after a strike is called.

The arbitrator ruled that his findings were based solely upon the situation brought about by the employees' work stoppage and that they would not open the door to a possible circumvention of the guarantee rule. For these reasons, the claim was disallowed.

Publications Received in the Department of Labour Library

List No. 228

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOME. *Second General Report, July 1966 to August 1967.* London, HMSO, 1967. Pp. 47.

2. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1967.* Ottawa, 1967. Pp. 120.

3. POLITICAL AND ECONOMIC PLANNING. *Annual Report, 1966-7.* London, 1967. Pp. 25. Report year ends March 31st.

4. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the Twenty-first Annual Survey of Salaries and Wages, August, 1967.* Regina, 1967. Pp. 15.

5. SCIENCE COUNCIL OF CANADA. *First Annual Report, 1966/67.* Ottawa, Queen's Printer, 1967. Pp. 38.

Automation

6. INTERNATIONAL CONGRESS ON HUMAN RELATIONS, MELBOURNE, 1965. *The Social and Economic Impact of Automation and Technical Change; Proceedings of the International Congress on Human Relations, Melbourne, Australia, 3rd-5th May, 1965.* Melbourne, Federation Promotions [n.d., 1967 ?] Pp. 138.

Organizing bodies: Australian Industries Development Association, Committee for Economic Development of Australia [and] Victorian Employers' Federation.

Partial contents: Employment, education and the industrial system [by] John Kenneth Galbraith. The Industrial Revolution of Today [by] John I. Snyder, Jr. (presented by R. Faupl). The impact of automation on labour policy and employment [by] W. P. Evans. My thinking on automation [by] Masara Ibuka (President of Sony Corporation of Tokyo). Individual employer policy [by] Lord McCorquodale of Newton. Constructive partnership between public and private sectors of the economy [by] R. I. Downing. Economic and community impact of automation [by] Sir Douglas Copland.

7. SELIGMAN, BEN BARUCH. *Most Notorious Victory: Man in an Age of Automation.* Foreword by Robert L. Heilbroner. New York, Free Press, 1966. Pp. xviii, 441.

A study of the technology of automation and of its economic, social, psychological, and philosophical implications.

8. U.S. NATIONAL COMMISSION ON TECHNOLOGY, AUTOMATION, AND ECONOMIC PROGRESS. *Automation and Economic Progress.* Edited by Howard R. Bowen and Garth L. Mangum. Englewood Cliffs, N.J., Prentice-Hall, 1966. Pp. 170.

A condensation of the commission's report entitled *Technology and the American economy*, including selections from the supplementary studies, by the U.S. Bureau of Labor Statistics and others.

Howard R. Bowen is Chairman of the National Commission on Technology, Automation, and Economic Progress, and President of the University of Iowa. Garth L. Mangum is Executive Secretary of the National Commission on Technology, Automation, and Economic Progress and Director of the Manpower Policy Evaluation Project of the W. E. Upjohn Institute for Employment Research.

Chatham House, P.E.P. European Series

9. BARNES, (SIR) WILLIAM GORELL. *Europe and the Developing World; Association under Part IV of the Treaty of Rome.* London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 46.

"[The author] is a former Deputy Under-Secretary of State at the Colonial Office and was one of the official members of the U.K. delegation engaged in the negotiations with the EEC [European Economic Community] from 1961 to 1963, when he retired from the public service." "Part IV of the Treaty of Rome described the purpose of association as being to promote the economic and social development of the countries and territories concerned and to establish closer economic relations between them and the [European Economic] Community as a whole."

10. STRANGE, SUSAN. *The Sterling Problem and the Six.* London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 70.

Deals with Britain's efforts to join the European Economic Community.

11. SWANN, D. *Concentration or Competition: a European Dilemma? An Essay on Anti-trust and the Quest for a 'European' Size of Company in the Common Market* [by] D. Swann and D. L. McLachlan. London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 59.

12. WARLEY, T. K. *Agriculture: the Cost of joining the*

Common Market. London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 57.

Education

13. NETHERLANDS (KINGDOM, 1815-) MINISTRY OF EDUCATION AND SCIENCE. *Educational Policy and Planning, Netherlands*. Paris, Directorate for Scientific Affairs, OECD, 1967. Pp. 272.

"[This report] is intended as a contribution to the Programme on Educational Investment and Planning (EIP) of the OECD Committee for Scientific and Technical Personnel . . ."

Includes Consideration and discussion of the report, 9th Meeting of National E.I.P. directors and Representatives, the Hague, April 13th to 15th, 1966.

14. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Education, Training and Functions of Technicians: Canada*. Paris, 1967. Pp. 138.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Education, Training and Functions of Technicians: Spain*. Paris, 1967. Pp. 118.

16. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. DIRECTORATE FOR SCIENTIFIC AFFAIRS. *Manpower Forecasting in Educational Planning; Report of the Joint EIP/MRP Meeting, Paris, December 1965*. Paris, 1967. Pp. 194.

At head of title: Human resources development.

Herbert S. Parnes, rapporteur of meeting.

Industrial Relations

17. ASIAN REGIONAL SEMINAR ON LABOUR-MANAGEMENT RELATIONS INSIDE UNDERTAKINGS, KANDY, CEYLON, 1965. *Institutional Aspects of Labour-Management Relations inside Undertakings in Asia; Record of Proceedings of and Contributions submitted to an Asian Regional Seminar, Kandy, 19-30 April 1965*. Geneva, International Labour Office, 1966. Pp. 225.

At head of title: International Labour Organization.

18. BIRMINGHAM, ENG. COLLEGE OF ADVANCED TECHNOLOGY. DEPARTMENT OF INDUSTRIAL ADMINISTRATION. *International Industrial Relations*. [Ed. by T. Wylie] Birmingham, Eng., Industrial Administration Group of the College of Advanced Technology [n.d., 1965, or 1966?] Pp. [84].

Contains papers presented at a Symposium on International Industrial Relations, a Comparative Study, held from January 28th to March 18th, 1964, and sponsored by the Department of Industrial Administration of the College of Advanced Technology, Birmingham.

This booklet contains talks on industrial relations in Canada, the U.S.A., Great Britain, France, Federal Republic of Germany, and Russia.

19. CANADA. DEPARTMENT OF LABOUR. LABOUR-MANAGEMENT CONSULTATION BRANCH. *Joint Consultation at Work; Hospitals, Service Industries, Commercial Enterprises*. Ottawa, Queen's Printer, 1967. Pp. 15.

20. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 17th, 1964. *Proceedings*. Washington, BNA inc. [1964] Pp. 504.

Conference held May 25, 26, and 27, 1964.

Papers were presented under the following topics: Arbitration in labor-management disputes. Management, unions and minority groups. Management rights and prerogatives in union relations. Labor-management relations and the anti-trust laws. The union, its members, and the law. Also included is an address, *The consequences of NLRB [National Labor Relations Board] action on good faith bargaining*, by Frank W. McCulloch, Chairman of the National Labor Relations Board. Panel discussions were held on three topics: arbitration, National Labor Relations Board presentation case problems, and pension and welfare planning.

21. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 18th, 1965. *Proceedings*. Washington, BNA inc. 1966. Pp. 479.

Conference held April 12, 13, 14, 1965.

Papers were presented under the following topics: Labour-management relations, 1965. Strikes in breach of contract. The labor contract in times of change. The labor contract and the sale, subcontracting or termination of operations. Fair representation — duties and obligations. Pension plans — a new frontier?

22. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 19th, 1966. *Proceedings*. Washington, BNA inc., 1967. Pp. 444.

Conference held April 18, 19, and 20, 1966.

Papers were presented under the following topics: Labor and management, 1966; New developments in the duty to bargain; Labor relations in public and nonprofit employment; Recent and proposed labor legislation: its significance and effect: Expediting and improving grievance and arbitration procedures; Business reorganizations and collective bargaining.

23. DERBER, MILTON. *Plant Union-Management Relations: from Practice to Theory* [by] Milton Derber, W. E. Chalmers [and] Milton T. Edelman, with the technical advice of Harry C. Triandis. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1965. Pp. x, 179.

A study of industrial relations in 37 establishments in Illinois.

24. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Conditions of Work in Britain*. Rev. April 1967. London, 1967. Pp. 40.

Contents: Introduction. Historical background. Industrial relations. Conditions of work. Human relations at the workplace.

25. TECHNICAL MEETING CONCERNING CERTAIN ASPECTS OF LABOUR-MANAGEMENT RELATIONS WITHIN UNDERTAKINGS, GENEVA, 1964. *Certain Aspects of Labour-Management Relations within the Undertaking; Documents of a Technical Meeting, Geneva, 5-14 October 1964*. Geneva, International Labour Office, 1965. Pp. 389.

At head of title: International Labour Organization.

International Labour Organization

26. INTERNATIONAL LABOUR CONFERENCE. 48th, Geneva, 1964. *International Labour Convention No. 122 concerning Employment Policy, adopted by the General Conference of the International Labour Organization at its Forty-eighth Session, Geneva, 9 July 1964*. London, HMSO, 1967. Pp. [11].

[Great Britain. Foreign Office] Treaty series no. 65 (1967).

At head of title: International Labour Organization.

Text in English and French.

"The United Kingdom Instrument of Ratification was registered with the Director General of the International Labour Office on 27 June 1966 and the Convention entered into force for the United Kingdom on 27 June 1967."

27. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General. Supplement: Fourth Report of the Working Party of the Governing Body of the International Labour Office*

...n the Programme and Structure of the I.L.O. First item on the ...agenda. Geneva, 1967. Pp. 83.

At head of title: Report 1 (Part 2) (Supplement). International Labour Conference. 51st session, Geneva, 1967.

Labour Laws and Legislation

28. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and Their Administration. Proceedings, 49th Convention, New Orleans, La., July 25-28, 1966.* [Washington] U.S. Dept. of Labor, Bureau of Labor Standards [1967] Pp. 229.

29. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Israel.* Washington, GPO, 1967. Pp. 120.

Labour Organization

30. BROWN, EMILY CLARK. *Soviet Trade Unions and Labor Relations.* Cambridge, Harvard University Press, 1966. Pp. 394.

Contents: The political and economic setting. The labor market. Trade unions: development, principles, and structure. The trade union centers. Regional trade union councils. Local unions and their members. Labor-Management relations and protection of workers. Labor disputes. Co-operation in production. Wages and hours in industrial relations. The industrial relations system: problems and prospects.

31. CRAPO, CHARLES. *The National Union Convention as an Internal Tribunal.* [Ann Arbor, Mich., University Microfilms, 1967] Pp. 303.

Thesis (Ph.D.) — Michigan State University, 1966.

"This is an authorized facsimile and was produced by microfilm-xerography in 1967 . . ."

This thesis examines and evaluates the union convention as an appeal tribunal, using the findings from 96 unions, some two thousand separate appeals.

32. FORD, CHARLES. *The Role of Trade Unions in the Economic Development of Europe; Free Trade Unions and the Organization for Economic Co-operation and Development.* Brussels, International Confederation of Free Trade Unions, 1966. Pp. 83.

Describes the work of the Trade Union Advisory Committee to the OECD.

33. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Industrial Conflict and Race Conflict; Parallels between the 1930's and the 1960's. Proceedings of the 1967 Annual Spring Meeting, Detroit Michigan, May 5-6, 1967.* [Madison, Wis., c1967] Pp. 91.

At this meeting the participants considered the workers' attempts to organize in the 1930's and compared them with the civil rights movement of the 1960's.

34. RUSSELL, MAUD. *Men along the Shore.* New York, Brussel & Brussel, 1966. Pp. 310.

A history of the International Longshoremen's Association from its beginning in 1892 up to 1965. The author had access to ILA records and files in writing this book.

35. SWEDISH CONFEDERATION OF TRADE UNIONS. *Trade Unions and Technological Change. A Research Report submitted to the 1966 Congress of Landorganisationen i Sverige (the Swedish Confederation of Trade Unions).* Edited and translated by S. D. Anderman. London, Allen & Unwin, 1967. Pp. 258.

36. TYLER, GUS. *The Labor Revolution; Trade Unions in a New America.* New York, Viking, 1967. Pp. 279.

The author is an official of the International Ladies' Garment Workers' Union and director of that union's Department of Politics, Education, and Training. Contents: Prophets: left and right. Genesis: the past century. Leviticus: the laws of the moment. The challenge of automation. Labor's economic program. The resurgence of collective bargaining. The new labor force. The new labor movement. The new Negro. Labor in politics. Politics in labor.

Scientists

37. FREEMAN, CHRISTOPHER. *The Research and Development Effort in Western Europe, North America and the Soviet Union; an Experimental International Comparison of Research Expenditures and Manpower in 1962,* by C. Freeman and A. Young. Paris, Organization for Economic Co-operation and Development, 1965. Pp. 152.

Prepared for the National Institute of Economic and Social Research at the request of the OECD Committee for Scientific Research.

38. POLICY CONFERENCE ON HIGHLY QUALIFIED MANPOWER, PARIS, 1966. [*Proceedings.* Paris, Organization for Economic Co-operation and Development, 1967] Pp. 36.

"The conference was organized by OECD as a follow-up to the 'Policy Conference on Economic Growth and Investment in Education' held in Washington from 16th to 20th October, 1961."

At this conference delegates from 19 OECD member countries met to exchange views on the education and utilization of scientific and technical personnel.

Women

39. CANADIAN FEDERATION OF UNIVERSITY WOMEN. *Women University Graduates in Continuing Education and Employment; an Exploratory Study initiated by the Canadian Federation of University Women, 1966* [by] Patricia Cockburn. *La femme diplômée face à l'éducation permanente et au monde du travail; une analyse de la situation entreprise par la Fédération Canadienne des Femmes Diplômées des Universités, 1966* [par] Yvonne R. Raymonde. [Toronto, Canadian Federation of University Women, 1967] Pp. 196.

The objectives of the survey whose results are reported in this study were "1. To measure the potential supply of professional and semi-professional 'womanpower' among university graduates. 2. To influence government departments in the promotion of retraining professional women whose careers were interrupted. 3. To assess the interests of women graduates in continuing their education at the university in credit and non-credit courses and in refreshing their professional skills, either immediately or in the future. 4. To assess the needs of women graduates for refresher, undergraduate, professional and graduate study."

40. DODGE, NORTON TOWNSHEND. *Women in the Soviet Economy; Their Role in Economic, Scientific, and Technical Development.* Baltimore, Johns Hopkins Press, 1966. Pp. 331.

"A study sponsored by the Foreign Studies Group, Office of Economic and Manpower Studies, National Science Foundation, and prepared under the supervision of the Department of Economics, University of Maryland."

The author is an economist specializing in the Soviet Union. Partial Contents: Demographic factors affecting employment. Participation in the labor force. Social, economic, and legal factors affecting employment. Family versus work. Education and training. Specialized training. Educational attainment. Nonprofessional occupations. Professional attainment. Achievements in science and technology. Summary and conclusions.

41. TURNER, MARJORIE BROOKSHIRE SHEPHERD. *Women & Work.* Edited by Irving Bernstein. Los Angeles,

Institute of Industrial Relations, University of California [1964] Pp. viii, 73.

Contents: Introduction. Women and the American labor force. Women and the labor market. Women, employers, and the State. Women in professions and management. Women and the union. Where are women headed? Suggestions for further reading.

Miscellaneous

42. CRYSLER, ALFRED COSBY. *Restraint of Trade and Labour*. Toronto, Butterworths, 1967. Pp. xxiii, 424.

Table of cases, p. xiii-xxiii.

"The primary purpose of this book is to draw attention to the fragmentation of the law of restraint of trade and labour in Canada with the result that the same rules do not apply in all cases to either the restrainers or to the public, as consumers of goods and services. A further purpose is to bring within one volume the rules applicable to the different aspects of the subject. And lastly, another purpose is to show the extent to which reasonability and economic result is either not taken into account or is not clearly and sufficiently taken into account."

43. GELLHORN, WALTER. *When Americans complain; Governmental Grievance Procedures*. Cambridge, Harvard University Press, 1966. Pp. 239.

An expanded version of the author's three lectures delivered as the Oliver Wendell Holmes lectures at Harvard University in March, 1966.

This book examines how U.S. federal state, and local governments look after grievances about official actions or failures to act. One chapter deals with the "constituents' casework" handled by U.S. Congressmen and senators in Washington as part of their duty.

44. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Prices and Incomes Policy; an "Early Warning" System*. London, HMSO, 1965. Pp. 11.

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affairs."

45. [GREAT BRITAIN. WORKING PARTY OF OFFICIALS ON ATTITUDES TO EFFICIENCY IN INDUSTRY] *Attitudes to Efficiency in Industry; Report of a Working Party of Officials*. London, HMSO, 1966. Pp. 35.

At head of title: Ministry of Labour.

"Basically, the questions the working party studied are: what can managements do to secure the fullest interest and co-operation from their employees, and how can they be helped to do this? Part 1 of the report attempts to analyse the role of management and draw some inferences from this. Part 2 considers matters on which management policy is of particular importance, such as pay, workers' status and security. Part 3 deals with the influence of employers' associations and trade unions. Part 4 discusses what action the Government might take to help management in this field. Part 5 is a summary of conclusions."

46. POLITICAL AND ECONOMIC PLANNING. *Citizenship and Television*. [London, 1967] Pp. [52].

"A PEP report."

Written by J. G. Blumler and John Madge.

Report of a PEP seminar held from June 30 to July 2, 1965.

Examines the question of television as a powerful force for civic education.

47. RAYNAULD, ANDRE. *The Canadian Economic System*. Translated from the French by C. M. Ross. Toronto, Macmillan Co. of Canada, 1967. Pp. 440.

Translation of *Institutions économiques canadiennes*.

This book is intended for Canadian students of economics. Contents: The national accounts. Economic growth. The industrialization of Quebec. Economic fluctuations. The distribution of income. The labour market. Industrial organization. The anti-combines legislation. The money market. The capital market. Taxation. Public expenditure. Social security. Fiscal policy and the public debt. Foreign trade and the tariff policy. The balance of payments and the exchange rate.

48. U.S. BUREAU OF LABOR STANDARDS. *A Guide for the Preparation of a Labor Inspector's Manual*. Washington, Dept. of State, Agency for International Development, Office of Labor Affairs, 1966. Pp. 76.

Prepared for the Agency for International Development, Office of Labor Affairs, Department of State.

49. U.S. WOMEN'S BUREAU. *Federal Funds for Day Care Projects*. Washington, GPO, 1967. Pp. 36.

Collective Bargaining

The following twelve periodical articles deal with various aspects of collective bargaining.

50. *The Application of "Pre-Activity" in the Avoidance of Crisis Bargaining; the New York Typographical 1965-1967 Book and Job Contract Settlement: a Case Study*, by Matthew A. Kelly. (In Labor Law Journal, January 1967, Pp. 47-56)

51. *Bargaining and Negotiation in a Mixed-Motive Game: Price Leadership Bilateral Monopoly*, by Donald L. Harnett. (In Southern Economic Journal, April 1967, Pp. 479-487)

52. *Central Wage Negotiation in Sweden: Recent Problems and Developments*, by Steven D. Anderman. (In British Journal of Industrial Relations, Nov., 1967, Pp. 322-337)

53. *Clauses de conventions collective se rapportant aux transformations technologiques*, par Félix Quinet. (Dans Relations Industrielles, Revue trimestrielle, juillet 1966, Pp. 356-369)

Collective Agreement Provisions regarding Technological Changes, by Félix Quinet. (In Industrial Relations Quarterly Review, July 1966, Pp. 356-380)

54. *Critical Disputes: Compulsory Arbitration vs. Bargaining*, by Bernard Wilson. (In The Canadian Personnel & Industrial Relations Journal, Nov. 1967, Pp. 38-43)

55. *The Impact of Automation on Bargaining*, by J. R. Duncan. (In Canadian Labour, Jan. 1967, Pp. 5-6)

56. *Is Collective Bargaining the Answer? Comments on a Municipal Labor Crisis*, by Thomas A. Knowlton. (In Arbitration Journal, v. 21, No. 2, 1966, Pp. 93-97)

57. *The Lawyers' Role in Collective Bargaining*, by Sheldon M. Charone. (In Labor Law Journal, May 1966, Pp. 266-271)

58. *Public Employment, Collective Bargaining and the Conventional Wisdom: U.S.A. and Canada*, by W. B. Cunningham. (In Industrial Relations Quarterly Review, July 1966, Pp. 408-435)

59. *A Radical Departure from Traditional Collective Bargaining Methods*, by Jack T. Clarke. (In Canadian Personnel and Industrial Relations Journal, May 1967, Pp. 4-6)

This talk was broadcast on CBC Radio Network, March 29, 1967.

60. *Thirty Per Cent and All That . . .*, by Antal Deutsch. (In Queen's Quarterly, Winter, 1966, Pp. 496-502)

61. *The Trend to Autonomy in Collective Bargaining*, by Matthew A. Kelly. (In Monthly Labor Review, Feb. 1967, Pp. 24-25)

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	December 9	7,697	0.0	+ 3.5
Employed	December 9	7,344	− 0.9	+ 2.4
Agriculture	December 9	487	− 9.0	+ 0.4
Non-agriculture	December 9	6,857	− 0.3	+ 2.5
Paid workers	December 9	6,319	− 0.3	+ 2.3
At work 35 hours or more	December 9	5,992	+ 0.1	+ 1.1
At work less than 35 hours	December 9	1,144	− 2.0	+ 7.9
Employed but not at work	December 9	208	−17.8	+11.8
Unemployed	December 9	353	+22.1	+32.7
Atlantic	December 9	42	+16.7	+16.7
Quebec	December 9	126	+24.8	+35.5
Ontario	December 9	91	+18.2	+40.0
Prairie	December 9	45	+40.6	+40.6
Pacific	December 9	49	+14.0	+22.5
Without work and seeking work	December 9	326	+22.1	+34.2
On temporary layoff up to 30 days	December 9	27	+22.7	+17.4
INDUSTRIAL EMPLOYMENT (1961 = 100)	September	125.7	− 1.0	+ 0.8
Manufacturing employment (1961 = 100)	September	125.3	− 1.1	− 1.2
IMMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	55	−21.4	− 6.8
No. of workers involved	December	9,436	−50.7	−25.1
Duration in man days	December	151,230	−39.9	− 1.4
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	September	$104.73	+ 1.0	+ 6.5
Average hourly earnings (mfg.)	September	$2.42	+ 0.8	+ 6.6
Average hours worked per week (mfg.)	September	40.9	+ 1.0	− 0.7
Average weekly wages (mfg.)	September	$99.09	+ 1.7	+ 5.8
Consumer price index (1949 = 100)	December	151.8	+ 0.5	+ 4.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)	September	114.3	+ 1.9	+ 2.2
Total labour income (thousands of dollars)	September	2,801	+ 1.6	+ 8.9
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	October	290.1	− 0.1	+ 1.0
Manufacturing	October	257.4	− 1.2	− 0.7
Durables	October	259.1	− 2.2	− 3.2
Non-durables	October	256.0	− 0.4	+ 1.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	November	11,890	− 9.6	− 3.4
Completions	November	12,616	− 4.7	+15.3
Under construction	November	83,707	− 0.6	+14.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

D-1 to D-4 — Manpower Division

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,697	638	2,170	2,840	1,271	778
Men	5,271	445	1,502	1,921	881	522
Women	2,426	193	668	919	390	256
14-19 years	761	72	213	250	148	78
20-24 years	1,092	109	357	362	170	94
25-44 years	3,331	240	952	1,274	520	345
45-64 years	2,307	198	600	872	395	242
65 years and over	206	19	48	82	38	19
EMPLOYED	7,344	596	2,044	2,749	1,226	729
Men	4,987	407	1,402	1,856	841	481
Women	2,357	189	642	893	385	248
Agriculture	487	26	92	137	214	18
Non-agriculture	6,857	570	1,952	2,612	1,012	711
Paid workers	6,319	520	1,793	2,437	926	643
Men	4,158	349	1,208	1,602	583	416
Women	2,161	171	585	835	343	227
UNEMPLOYED	353	42	126	91	45	49
Men	284	38	100	65	40	41
Women	69	*	26	26	*	*
PERSONS NOT IN LABOUR FORCE	6,356	683	1,880	2,157	1,022	614
Men	1,694	209	496	544	276	169
Women	4,662	474	1,384	1,613	746	445

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended December 9, 1967

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,053	2,328	3,988	1,102	4,106	1,043	1,486
LABOUR FORCE	7,697	761	3,817	890	1,286	737	206
Employed	7,344	686	3,679	805	1,263	713	198
Unemployed	353	75	138	85	23	24	**
NOT IN LABOUR FORCE	6,356	1,567	171	212	2,820	306	1,280
PARTICIPATION RATE†							
1967—Dec. 9	54.8	32.7	95.7	80.8	31.3	70.7	13.9
Nov. 11	54.9	32.6	95.9	80.5	31.2	70.8	14.5
UNEMPLOYMENT RATE‡							
1967—Dec. 9	4.6	9.9	3.6	9.6	1.8	3.3	**
Nov. 11	3.8	9.0	2.8	7.1	1.7	3.0	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended December 9, 1967

	Dec. 1967	Nov. 1967	Dec. 1966
	(in thousands)		
TOTAL UNEMPLOYED	353	289	266
On temporary layoff up to 30 days	27	22	23
Without work and seeking work	326	267	243
Seeking			
Full-time work	312	253	233
Part-time work	14	14	10
Under 1 month	116	106	91
1-3 months	135	100	101
4-6 months	42	33	28
More than 6 months	33	28	23

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966 –October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.4	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September*	68.7	739.8	243.2	43.5	238.1	50.1	385.7	894.3	112.8	2,805.8
October†	68.8	732.6	239.5	42.2	232.7	49.8	390.3	888.2	112.7	2,780.4
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	3,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	2,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.8
August	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September*	69.3	728.2	235.6	36.1	208.7	49.4	385.6	876.7	111.5	2,723.6
October†	68.8	721.4	234.4	36.0	201.7	49.0	386.0	880.8	111.5	2,712.5

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005)

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1967, employers in the principal non-agricultural industries reported a total employment of 3,698,400. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August*	127.0	132.5	103.66	126.7	130.9	106.73
September†	125.7	133.9	104.73	125.3	132.8	108.28

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Sept. 1967	*Aug. 1967*	*Sept. 1966*	*Sept. 1967*	*Aug. 1967*	*Sept. 1966*
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	123.8	126.3	123.1	86.03	84.42	80.15
Newfoundland	134.4	137.2	138.8	91.52	89.53	86.24
Prince Edward Island	137.2	142.0	134.4	72.54	71.82	66.35
Nova Scotia	116.9	117.5	117.1	83.92	82.60	77.86
New Brunswick	124.1	128.4	119.1	86.02	84.23	79.76
Quebec	122.3	123.8	122.4	103.22	102.03	96.98
Ontario	127.1	127.7	126.7	107.70	107.03	101.30
Prairie Region	125.0	126.8	120.4	98.92	97.94	92.85
Manitoba	118.8	119.7	114.0	94.05	93.51	87.19
Saskatchewan	124.6	126.1	121.6	97.14	97.22	92.24
Alberta	130.5	133.2	125.4	103.40	101.62	97.52
British Columbia	133.4	135.4	130.6	116.87	114.98	109.50
CANADA	125.7	127.0	124.7	104.73	103.66	98.36
URBAN AREAS						
St. John's	145.3	145.9	148.6	83.11	82.74	77.41
Halifax	114.7	112.6	111.1	85.75	85.60	80.12
Sydney	99.6	96.6	104.6	94.61	90.60	90.62
Moncton	118.8	119.9	116.8	82.16	82.48	75.94
Saint John	110.2	110.3	105.8	85.03	86.34	79.61
Chicoutimi	112.5	115.4	113.5	120.12	121.48	114.22
Montreal	123.5	124.9	123.8	104.44	103.37	98.32
Quebec	119.8	119.9	119.9	89.22	88.29	83.33
Shawinigan	98.2	102.5	111.4	105.25	104.57	101.63
Sherbrooke	121.9	122.1	123.0	86.53	85.17	83.72
Trois-Rivières	113.5	115.9	122.2	96.39	95.05	92.18
Ottawa-Hull	124.7	126.6	119.8	98.33	97.22	91.24
Belleville	117.1	120.2	117.7	90.47	89.82	86.34
Brampton	249.4	248.9	233.2	107.41	106.22	104.36
Brantford	132.3	131.9	135.3	100.22	97.87	93.39
Fort William-Port Arthur	127.9	133.0	130.6	103.04	102.12	99.06
Guelph	137.8	138.5	134.1	97.64	97.47	92.15
Hamilton	122.3	123.5	127.6	110.36	110.32	104.25
Kingston	122.2	124.1	122.1	100.60	100.87	95.80
Kitchener	143.1	142.4	144.0	95.03	94.23	90.32
London	125.8	124.7	127.2	101.02	100.96	92.19
Niagara Falls	121.2	123.3	123.3	98.35	96.54	93.49
Oshawa	136.4	122.5	139.9	128.69	118.52	119.32
Peterborough	134.1	138.4	136.2	111.42	110.12	104.41
Sarnia	124.5	126.7	127.6	133.00	131.52	131.58
Sault Ste. Marie	118.5	123.9	127.4	119.88	119.58	114.38
Sudbury	113.9	114.3	101.2	123.31	123.55	110.26
St. Catharines	147.1	141.7	146.2	115.21	113.03	105.66
Timmins	82.0	85.3	98.6	95.24	94.06	103.63
Toronto	127.6	127.4	125.9	108.10	108.04	102.39
Welland	107.0	113.5	115.4	120.86	122.43	116.33
Windsor	150.3	155.4	155.6	121.08	121.18	114.87
Winnipeg	119.2	119.6	115.8	88.53	87.94	82.52
Regina	123.1	124.8	121.5	93.63	93.81	89.15
Saskatoon	152.7	149.0	132.7	93.34	93.67	82.30
Calgary	140.0	140.2	131.7	104.10	103.26	95.56
Edmonton	133.6	134.1	128.5	97.60	96.85	91.08
Vancouver	130.1	131.3	126.3	111.00	110.11	104.30
Victoria	128.6	129.6	125.5	98.31	98.66	90.43

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Sept. 1967†	82.2	119.8	1,648.5	849.3	799.2	398.4	669.5	940.5	263.3	599.3	4,721.4
Aug. 1967*	84.8	123.8	1,668.5	861.8	806.7	410.3	678.8	937.9	266.0	616.6	4,786.7
Sept. 1966	84.4	117.4	1,665.2	855.5	809.8	414.8	664.8	919.9	246.4	558.5	4,671.4
NEWFOUNDLAND											
Sept. 1967†	3.4	5.6	13.0	10.7	2.3	11.5	17.6	16.5	1.8	6.7	76.1
Aug. 1967*	3.5	5.9	14.0	11.8	2.2	11.7	17.2	16.7	1.8	6.9	77.7
Sept. 1966	4.8	6.0	13.2	10.9	2.3	12.6	16.9	16.4	1.6	6.7	78.0
PRINCE EDWARD ISLAND											
Sept. 1967†	0.2	0.1	2.9	2.3	0.5	2.2	2.9	3.7	0.6	2.0	14.4
Aug. 1967*	0.2	0.1	3.2	2.6	0.6	2.2	2.9	3.8	0.6	2.4	15.3
Sept. 1966	0.1	0.1	2.8	2.3	0.5	2.1	3.1	3.8	0.6	1.8	14.5
NOVA SCOTIA											
Sept. 1967†	2.5	7.3	34.7	18.5	16.1	13.7	21.8	28.8	6.3	13.8	128.7
Aug. 1967*	2.6	7.4	34.8	18.8	16.0	13.8	22.3	28.7	6.4	14.8	130.9
Sept. 1966	2.8	7.6	34.5	17.7	16.8	14.4	22.5	27.9	5.8	13.3	128.8
NEW BRUNSWICK											
Sept. 1967†	10.4	2.8	29.2	18.6	10.5	11.6	22.2	23.1	4.2	11.2	114.6
Aug. 1967*	11.2	2.9	29.7	19.2	10.4	12.3	24.1	23.1	4.3	11.2	118.7
Sept. 1966	9.3	2.8	26.9	17.7	9.1	11.1	22.5	22.2	4.1	10.3	109.2
QUEBEC											
Sept. 1967†	29.9	26.7	508.9	314.6	194.3	94.6	181.2	239.3	74.4	165.7	1,320.9
Aug. 1967*	30.6	27.8	516.2	319.3	196.9	98.1	182.4	240.0	74.9	168.7	1,338.6
Sept. 1966	29.1	27.0	517.5	319.3	198.1	112.5	180.8	235.0	70.1	147.1	1,319.2
ONTARIO											
Sept. 1967†	13.0	35.0	817.8	368.6	449.1	146.7	216.9	368.0	115.0	232.8	1,945.1
Aug. 1967*	13.6	36.1	821.9	370.1	451.7	150.5	218.2	366.1	116.1	240.7	1,963.1
Sept. 1966	13.2	33.3	829.1	371.1	458.0	151.2	218.5	359.5	106.3	221.8	1,933.0
MANITOBA											
Sept. 1967†	0.9	6.5	47.5	27.6	19.9	17.8	48.2	52.1	12.3	29.2	214.4
Aug. 1967*	1.0	6.4	48.1	27.8	20.3	18.5	49.5	51.5	12.4	29.1	216.5
Sept. 1966	1.6	5.5	46.5	27.8	18.7	16.2	47.0	51.0	12.0	27.9	207.7
SASKATCHEWAN											
Sept. 1967†	0.2	5.3	15.8	10.0	5.8	17.4	27.6	38.3	8.2	18.0	130.8
Aug. 1967*	0.2	5.4	16.1	10.3	5.8	18.2	28.6	37.8	8.5	18.5	133.3
Sept. 1966	0.2	5.1	15.4	10.0	5.4	17.1	27.4	37.3	7.9	16.7	127.2
ALBERTA											
Sept. 1967†	1.9	18.8	52.0	26.4	25.6	41.7	51.5	74.9	15.8	48.6	305.1
Aug. 1967*	4.1	19.3	53.0	26.9	26.1	42.8	52.8	74.5	16.0	50.2	312.8
Sept. 1966	2.3	17.9	50.7	26.5	24.2	38.2	50.2	73.2	14.5	44.8	291.7
BRITISH COLUMBIA											
Sept. 1967†	19.7	9.9	126.8	51.9	75.0	40.5	78.1	95.5	24.9	70.2	465.7
Aug. 1967*	17.8	10.5	131.7	54.9	76.8	41.7	79.1	95.4	25.0	73.0	474.1
Sept. 1966	21.1	10.0	128.7	52.2	76.5	38.5	74.3	93.1	23.4	67.3	456.5

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	110.0	113.5	107.6	130.42	128.62	121.10
Metals	105.0	108.4	103.1	130.30	129.12	121.45
Mineral fuels	103.1	105.9	100.5	138.68	135.07	126.26
Non-metals except fuels	119.7	124.2	115.4	118.40	116.21	110.11
Quarries and sand pits	131.8	132.2	137.5	114.51	113.94	109.56
Services incidental to mining	137.7	143.6	132.6	136.95	134.80	127.86
MANUFACTURING	125.3	126.7	126.8	108.28	106.73	101.78
Durable goods	134.9	136.0	137.2	116.66	114.79	110.39
Non-durable goods	117.6	119.3	118.4	100.56	99.33	93.69
Food and beverages	121.1	125.2	119.7	93.82	92.16	85.69
Foods	122.0	125.8	120.8	90.67	88.99	82.66
Beverages	115.1	120.9	112.6	114.58	112.65	105.88
Tobacco processing and products	95.1	96.9	91.5	111.34	112.22	105.89
Rubber products	125.5	123.9	122.9	111.05	109.32	105.90
Leather products	97.8	99.2	105.3	71.89	71.52	67.88
Textile products	118.9	119.4	120.9	89.64	88.29	83.85
Knitting mills	111.7	111.6	116.7	69.56	68.29	65.06
Clothing	109.9	111.7	117.2	67.05	66.78	63.01
Wood products	112.3	114.1	114.4	97.93	95.86	90.63
Furniture and fixtures	131.4	130.8	135.6	89.99	89.06	84.43
Paper and allied industries	119.9	121.5	120.5	128.30	126.86	120.69
Printing, publishing and allied industries	114.9	114.2	111.8	114.02	113.31	108.66
Primary metal industries	123.7	126.7	128.4	129.90	129.03	122.26
Metal fabricating industries	134.0	135.4	138.2	113.68	112.26	109.62
Machinery, except electrical	146.1	147.6	148.0	121.80	122.01	116.64
Transportation equipment	153.0	150.5	151.2	128.90	125.21	121.06
Electrical products	146.6	147.9	146.9	109.96	107.66	104.78
Non-metallic mineral products	121.3	124.2	127.4	115.45	113.91	109.16
Petroleum and coal products	103.8	106.8	101.5	158.45	156.00	150.28
Chemicals and chemical products	117.7	118.8	118.1	122.45	121.42	116.33
Miscellaneous manufacturing industries	136.3	136.1	137.5	94.05	93.28	87.64
CONSTRUCTION	133.2	135.4	147.6	135.74	135.13	126.49
Building	132.8	135.1	141.5	131.50	129.89	121.07
Engineering	133.8	135.9	159.4	143.03	144.18	135.80
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	113.8	115.9	110.4	115.02	113.52	106.52
Transportation	111.2	113.6	106.5	114.08	112.70	106.84
Storage	112.8	118.2	117.0	98.97	98.14	92.75
Communication	119.6	120.7	118.2	110.22	108.68	99.43
TRADE	126.2	124.4	122.9	82.09	82.23	77.35
Wholesale trade	123.1	123.5	119.6	102.03	100.83	96.17
Retail trade	128.0	124.9	124.7	71.40	71.98	67.12
FINANCE, INSURANCE AND REAL ESTATE	127.1	128.1	121.5	100.07	99.83	93.70
Financial institutions	129.2	130.2	125.2	97.07	96.26	91.26
Insurance and real estate	124.2	125.3	116.4	104.25	104.81	97.40
SERVICE	161.0	163.9	145.5	76.60	76.41	70.58
Recreational services	141.5	148.3	134.3	67.26	67.69	60.06
Business services	172.2	174.0	163.9	114.89	114.63	108.26
Personal services	148.7	150.5	137.1	56.20	56.14	53.42
Miscellaneous services	200.2	206.2	157.4	88.69	88.01	76.08
INDUSTRIAL COMPOSITE	125.7	127.0	124.7	104.73	103.66	98.36

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.8	41.7	42.5	2.88	2.85	2.64	120.38	118.71	112.28
Metals	40.8	41.1	41.4	3.04	2.99	2.78	123.90	122.92	115.00
Mineral fuels	44.0	41.7	43.9	2.42	2.42	2.27	106.31	100.76	99.61
Non-metals, except fuels	42.1	41.4	42.1	2.66	2.65	2.49	112.14	109.80	104.92
Quarries and sand pits	50.2	49.7	51.6	2.25	2.26	2.10	113.00	112.47	108.24
Services incidental to mining	41.5	41.5	43.4	3.14	3.11	2.86	130.40	129.21	124.03
MANUFACTURING	40.9	40.5	41.2	2.42	2.40	2.37	99.09	97.43	93.65
Durable goods	41.4	40.9	41.8	2.62	2.60	2.47	108.56	106.36	103.41
Non-durable goods	40.4	40.1	40.6	2.23	2.21	2.07	89.87	88.78	84.02
Food and beverages	40.5	40.3	40.5	2.08	2.07	1.89	84.36	83.22	76.75
Foods	40.5	40.2	40.5	2.02	2.01	1.83	81.85	80.67	74.11
Beverages	40.6	40.7	40.9	2.60	2.58	2.42	105.73	104.89	99.17
Tobacco processing and products	36.9	37.5	38.0	2.74	2.72	2.58	100.87	101.91	98.13
Rubber products	41.7	41.1	42.6	2.50	2.47	2.36	104.10	101.67	100.60
Leather products	39.4	39.6	39.8	1.66	1.65	1.56	65.66	65.41	62.24
Textile products	41.8	41.5	42.0	1.90	1.88	1.78	79.47	78.01	74.54
Miscellaneous textiles	41.6	40.8	40.4	1.86	1.82	1.64	77.50	74.36	66.11
Knitting mills	41.6	41.0	41.4	1.49	1.48	1.39	61.82	60.84	57.77
Clothing	37.3	37.3	37.5	1.63	1.63	1.52	60.58	60.63	57.11
Wood products	40.4	40.0	40.4	2.32	2.29	2.14	93.67	91.45	86.56
Furniture and fixtures	42.9	42.7	43.1	1.95	1.94	1.83	83.66	82.65	79.03
Paper and allied industries	41.8	41.4	42.2	2.90	2.89	2.70	121.15	119.52	114.18
Pulp and Paper mills	41.7	41.1	42.1	3.16	3.15	2.96	131.89	129.68	124.70
Printing, publishing and allied industries	38.9	38.6	39.4	2.90	2.89	2.76	112.57	111.73	109.01
Primary metal industries	40.5	40.1	40.9	3.00	3.00	2.84	121.33	120.39	116.12
Iron and steel mills	39.6	39.6	40.0	3.16	3.17	2.98	125.23	125.49	119.06
Metal fabricating industries	41.7	41.4	42.7	2.57	2.55	2.45	106.95	105.51	104.70
Machinery, except electrical	41.3	41.5	42.7	2.73	2.73	2.57	112.80	113.49	109.66
Transportation equipment	42.2	41.2	41.7	2.88	2.83	2.72	121.52	116.84	113.34
Aircraft and parts	43.2	41.7	42.9	2.87	2.82	2.69	123.99	117.85	115.49
Motor vehicles	42.2	41.4	41.6	2.97	2.91	2.81	125.21	120.21	116.86
Assembling	43.1	41.1	42.4	3.17	3.11	3.02	136.53	127.81	128.13
Parts and accessories	41.5	41.7	41.1	2.85	2.83	2.67	118.25	118.13	109.49
Shipbuilding and repairing	40.8	40.3	40.3	2.77	2.76	2.57	113.26	111.37	103.41
Electrical products	40.4	39.8	41.2	2.38	2.35	2.25	96.06	93.53	92.81
Communications equipment	39.3	38.9	39.7	2.30	2.28	2.14	90.59	88.58	84.90
Non-metallic mineral products	43.4	43.0	43.8	2.53	2.51	2.37	109.85	107.80	103.58
Petroleum and coal products	43.0	42.7	42.8	3.42	3.38	3.27	147.11	144.49	140.11
Chemical and chemical products	40.6	40.4	41.0	2.64	2.61	2.48	106.87	105.47	101.83
Miscellaneous manufacturing industries	40.8	40.8	41.3	1.97	1.96	1.82	80.39	79.68	75.24
CONSTRUCTION	43.2	43.5	44.2	3.11	3.09	2.84	134.56	134.07	125.24
Building	40.6	40.7	41.2	3.20	3.15	2.89	129.83	128.17	119.40
General contractors	40.5	40.7	40.9	3.05	2.99	2.78	123.52	121.75	113.62
Special trade contractors	40.7	40.7	41.6	3.33	3.29	3.00	135.51	133.99	124.71
Engineering	47.5	48.1	49.1	3.00	2.99	2.75	142.55	144.08	135.25
Highways, bridges and streets	48.5	50.0	50.2	2.48	2.45	2.30	120.14	122.58	115.62
Other engineering	46.5	46.1	48.1	3.59	3.64	3.17	167.07	167.59	152.68
OTHER INDUSTRIES									
Urban transit	42.6	44.3	43.3	2.80	2.90	2.74	119.06	128.55	118.89
Highway and bridge maintenance	40.5	39.9	41.0	2.22	2.20	2.01	90.18	87.69	82.43
Laundries, cleaners and pressers	39.7	39.4	39.4	1.42	1.41	1.33	56.42	55.60	52.29
Hotels, restaurants and taverns	34.3	35.3	34.8	1.41	1.39	1.33	48.44	48.91	46.23

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1965—September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August*	40.5	2.40	97.43	130.9	112.2
September †	40.9	2.42	99.09	133.1	114.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
				$	$	$
Newfoundland	41.1	39.4	40.0	2.00	1.94	1.92
Nova Scotia	40.2	39.8	40.3	1.93	1.90	1.86
New Brunswick	41.0	40.7	41.7	2.00	1.98	1.84
Quebec	41.7	41.4	42.3	2.19	2.17	2.05
Ontario	41.0	40.6	41.2	2.54	2.52	2.39
Manitoba	39.7	39.4	40.5	2.17	2.16	1.97
Saskatchewan	40.1	39.4	40.3	2.49	2.47	2.30
Alberta	40.2	39.7	40.4	2.49	2.45	2.28
British Columbia	37.7	37.3	37.7	3.04	3.00	2.83

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—September	4,616,000	4,405,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300
September	4,535,000	4,370,100	164,900

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, October 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	16,083	390,873
Prince Edward Island	2,115	47,494
Nova Scotia	23,782	560,574
New Brunswick	21,854	509,933
Quebec	214,061	5,380,595
Ontario	229,978	5,752,600
Manitoba	15,694	365,369
Saskatchewan	10,157	234,124
Alberta	20,384	491,160
British Columbia, Yukon Territory	69,194	1,761,136
Total, Canada, October 1967	623,302	15,493,858
Total, Canada, September 1967	640,507	15,771,588
Total, Canada, October 1966	517,852	12,336,003

* Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	2,743	1,886	857	2,325	1,488	837	1,048
Prince Edward Island	255	187	68	180	108	72	129
Nova Scotia	3,631	2,439	1,192	3,169	2,133	1,036	1,274
New Brunswick	3,441	2,251	1,190	2,989	2,001	988	1,215
Quebec	37,172	23,822	13,350	33,125	22,863	10,262	12,975
Ontario	41,444	30,409	11,035	37,883	23,202	14,681	14,025
Manitoba	2,851	2,159	692	2,408	1,543	865	932
Saskatchewan	1,812	1,440	372	1,536	894	642	671
Alberta	4,241	3,272	969	3,631	2,256	1,375	1,359
British Columbia, Yukon Territory	17,305	11,529	5,776	15,692	10,197	5,495	5,200
Total, Canada, October 1967	114,895*	79,394	35,501	102,938†	66,685	36,253	38,828
Total, Canada, September 1967	82,722	56,458	26,264	84,764	55,552	29,212	26,871
Total, Canada, October 1966	86,164	60,133	26,031	77,335	51,121	26,214	32,258

*In addition, revised claims received numbered 26,611.

†In addition, 26,051 revised claims were disposed of. Of these, 2,887 were special requests not granted and 1,265 were appeals by claimants. There were 6,223 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31,1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	September 30 1967	October 31 1966
CANADA	242,454	120,119	56,375	40,276	25,684	210,863	184,302
Male	148,210	83,375	32,495	19,407	12,933	123,320	107,716
Female	94,244	36,744	23,880	20,869	12,751	87,543	76,586
NEWFOUNDLAND	6,625	3,203	1,740	1,092	590	5,561	6,645
Male	4,992	2,631	1,261	702	398	4,028	5,200
Female	1,633	572	479	390	192	1,533	1,445
PRINCE EDWARD ISLAND	701	196	223	199	83	664	695
Male	341	139	108	63	31	339	407
Female	360	57	115	136	52	325	288
NOVA SCOTIA	8,875	3,839	1,959	1,669	1,408	8,323	9,427
Male	6,166	2,875	1,314	1,078	899	5,612	6,598
Female	2,709	964	645	591	509	2,711	2,829
NEW BRUNSWICK	7,651	3,420	1,768	1,375	1,088	6,853	9,339
Male	4,768	2,178	1,027	848	715	4,403	6,334
Female	2,883	1,242	741	527	373	2,450	3,005
QUEBEC	80,389	38,780	20,442	13,515	7,652	70,328	58,506
Male	52,576	28,161	13,004	7,344	4,067	44,696	35,228
Female	27,813	10,619	7,438	6,171	3,585	25,632	23,278
ONTARIO	87,637	43,434	19,322	15,086	9,795	78,456	56,201
Male	49,103	28,351	9,993	6,340	4,419	42,264	28,054
Female	38,534	15,083	9,329	8,746	5,376	36,192	28,147
MANITOBA	6,369	2,996	1,420	1,100	853	5,625	5,094
Male	3,296	1,814	680	466	336	2,591	2,481
Female	3,073	1,182	740	634	517	3,034	2,613
SASKATCHEWAN	3,993	1,924	876	707	486	3,131	3,244
Male	1,924	1,203	343	174	204	1,276	1,436
Female	2,069	721	533	533	282	1,855	1,808
ALBERTA	8,134	4,225	1,595	1,353	961	6,582	6,970
Male	4,293	2,690	589	526	488	3,013	3,274
Female	3,841	1,535	1,006	827	473	3,569	3,696
BRITISH COLUMBIA, YUKON TERRITORY	32,080	18,102	7,030	4,181	2,767	25,340	28,181
Male	20,751	13,333	4,176	1,867	1,375	15,098	18,704
Female	11,329	4,769	2,854	2,314	1,392	10,242	9,477

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949*=100)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1967

	All-Items									
	Dec. 1967	*Nov. 1967*	*Dec. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
St. John's, Nfld.*	131.1	130.8	127.2	125.9	122.9	130.1	126.8	191.2	154.7	125.5
Halifax	143.4	143.0	139.2	141.6	140.6	142.6	144.8	189.2	191.0	134.7
Saint John	146.6	145.7	141.8	144.4	140.0	144.3	156.8	214.7	175.5	134.6
Montreal	150.1	149.6	143.9	153.8	145.6	126.6	184.1	199.0	171.2	137.4
Ottawa	150.1	149.6	144.7	150.4	144.9	140.2	169.8	206.1	165.4	139.8
Toronto	153.3	152.5	148.3	146.4	154.8	142.3	160.0	191.3	210.9	136.0
Winnipeg	147.7	147.2	140.5	146.5	136.4	147.3	153.5	209.5	166.3	150.8
Saskatoon-Regina	142.4	141.5	137.3	146.1	134.9	146.5	145.2	166.8	165.0	135.9
Edmonton-Calgary	143.1	142.1	136.5	139.8	137.9	144.2	147.8	197.1	161.6	131.5
Vancouver	146.7	145.1	139.9	144.7	146.9	136.8	156.5	178.9	163.7	135.1

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13

*Preliminary.

TABLE G-2—Strikes and Lockouts, December 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	3,990
Mines	—	—	—
Manufacturing	33	8,074	129,900
Construction	6	419	4,910
Transportation and utilities	5	276	3,880
Trade	8	446	8,310
Finance	—	—	—
Service	2	11	240
Public administration	—	—	—
All Industries	55	9,436	151,230

TABLE G-3—Strikes and Lockouts, December 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	276	4,490
Prince Edward Island	1	61	210
Nova Scotia	—	—	—
New Brunswick	3	280	5,320
Quebec	9	1,454	27,180
Ontario	25	1,887	24,880
Manitoba	—	—	—
Saskatchewan	1	62	60
Alberta	3	272	3,250
British Columbia	9	5,104	85,610
Federal	2	40	230
All Jurisdictions	55	9,436	151,230

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1967 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			December	*Accumulated*		
FORESTRY						
Columbia Cellulose, Celgar Woods Div., Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	3,990	14,910	Sept. 19 —	Wages—
MANUFACTURING						
Food and Beverages						
Fishery Products Ltd., Burin, Nfld.	CLC-chartered local	250	4,000	4,000	Dec. 5 —	Wages—
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,000	45,380	Nov. 21 1966	Wages, union security, bonding of employees—
Wood						
Several lumber companies, Various locations, British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	69,690	250,700	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Que.	Building and Woodworkers' Federation (CNTU)	203	3,860	10,160	Oct. 19 —	Wages, hours, job evaluation—
Paper						
Columbia Cellulose, Celgar Lumber Div. & Celgar Pulp Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,060	31,740	Sept. 18 —	Wages—
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,630	364,680	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Pacific Press Ltd., Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)	700	1,500	1,500	Dec. 8 Dec. 11	Wages—16% wage increase.
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	4,370	10,910	Oct. 23 —	Delayed negotiations in a new contract—
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 (AFL-CIO/CLC)	407	7,730	9,360	Nov. 25 —	Wages—
Machinery						
Jeffreys Mfg. Ltd., Montreal, Que.	Auto Workers Loc. 1376 (AFL-CIO/CLC)	150	1,500	10,050	Sept. 12 Dec. 15	Wages, union security, bargaining unit, seniority, vacations—52¢ an hr. increase over a 3-yr. period.
Transportation Equipment						
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	345	350	350	Dec. 8 Dec. 11	Alleged grievance—Return of workers.
Electrical Products						
Fleetwood Corporation, Town of Mount Royal, Que.	Machinists Loc. 2146 (AFL-CIO/CLC)	325	6,500	9,100	Nov. 21 Dec. 30	Wages—20¢ an hr. increase over a 2-yr. contract.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			December	*Accumulated*		
CONSTRUCTION						
Alberta Insulators Contractors Association, Province-wide, Alberta	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	240	2,640	5,520	Nov. 15 Dec. 18	Wages—Wage increase 30¢ an hr. immediately, 25¢ Apr. 1, 1968, 30¢ Apr. 1, 1969, 35¢ Apr. 1, 1970, 1.2% increase in statutory holiday pay from Apr. 1, 1969.
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	2,980	24,520	May 29 —	Union recognition—
Various automobile dealers, Quebec and area, Que.	CNTU	150	3,130	6,380	Nov. 1 —	Wages, hours in first agreement—

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Cover Photograph

A young Canadian Indian boy looks out, with uncertainty, on the white man's world. See "Death at an Early Age" on page 190.

NFB photo

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Death At An Early Age



What follows is a brief to the Canadian Government from one of Canada's Indian Bands, the Southern Vancouver Island Tribal Federation of British Columbia. The brief points out that these fellow Canadians of ours die, on the average, at 34 years of age. As they are not being deliberately starved to death, the only conclusion to be drawn is that our indifference is destroying their will to live. With International Human Rights Year newly born, these first citizens of Canada are thereby challenging the rest of us to declare and demonstrate that what we want for them is not extinction, but equality.

"WE are proud of being Indians, but there are serious disadvantages to being an Indian in Canada today," said spokesmen for the Southern Vancouver Island Tribal Federation in a brief submitted to the Minister of Indian Affairs and Northern Development in December 1967. "The problems are man-made and can be solved by men. As things now stand, they are not being solved but are getting worse and will continue to do so unless action is taken now."

The Federation's reasons for submitting the brief were:

- the living conditions of Indians in British Columbia are extremely poor, and opportunities for improvement inadequate;
- social welfare measures designed to alleviate social and economic deprivation are almost non-existent; when such services exist, they are often poorly planned, implemented with varying degrees of competence and effectiveness, and usually highly paternalistic;
- the bulk of welfare services is handled by two federal departments and one provincial department; division of responsibility is not clearly defined, and inevitably there is lack of co-ordination, much "buck-passing" and confusion.

Four major facts emerge from this brief:

1. the average life expectancy of Indian males is 33 years and for females, 36 years;
2. the Indian birth rate is two and one half times greater than that of non-Indians;
3. the median age of B.C. Indians is 15 to 16 years, compared with the provincial average of 30 years;
4. thirty-six per cent of B.C. Indians are in the wage-earning age group of 26 to 60 years, compared with 49 per cent of non-Indians.

Referring to these figures, Wilson Duff, an anthropologist at the University of British Columbia, has said, "Such lop-sided age distribution obviously aggravates the Indian's economic problems. Even if they were the most highly paid wage earners in the Province, the relatively small number of men of working age would be hard pressed to provide clothing, housing, and education for the large numbers of children."

Indians, however, are not blessed with high incomes, said the brief. The Hawthorne Committee survey of 35 representative Canadian Indian Bands showed that "average yearly earnings per worker were . . . inadequate at $1,361 annually, compared to the general Canadian average of $4,000." Income exceeded $4,000 in only 11.5 per cent of Indian households surveyed; 28.2 per cent subsisted on less than $1,000 a year.

"Such severe and self-perpetuating economic privation inevitably has a violently destructive effect on all aspects of the day-to-day life of those caught in its grip," the brief asserted. Many women without husbands were bringing up their children alone, without benefit of professional or semi-skilled status and income. "The demoralization by poverty of these breadwinners is resulting in an incalculable waste of human resources, which is compounded with every child who reaches adolescence and early maturity unequipped to take a constructive place in society."

The symptoms of social breakdown—child neglect, marital breakdown, early school-leaving, juvenile delinquency, alcoholism, drug addiction—all are rampant in the Indian community.

The brief states that social services for Indians did not come up to the minimum standards available to other Canadians, and that some existing legislation actually contributed to their hardship.

According to recent statistics supplied by the Indian Affairs Branch of the Department of Indian Affairs and Northern Development, about 60 per cent of Canadian Indian families live in houses of three rooms or less compared with a national average of 11 per cent; 44 per cent of Canadian Indian homes are provided with electricity compared with 99 per cent for other Canadians; and sewers or septic tanks are available to only 9 per cent of Indian homes.

Only 26 Indian students in British Columbia are attending university. This represents 1 in 1600 of the Indian population, contrasting with 1 in 60 of the rest of the population.

Half of the Indian children in B.C. attend provincial schools, and must compete in classes with children who benefit from the support and example of parents who are themselves educated, and whose standards of living reflect this fact. A report issued by the B.C. Indian Advisory Committee in 1965 stated: "Possibly the greatest need for any school district with large enrolments is for a social worker to deal with Indian home and pupil problems."

Child welfare, the brief continues, is probably the most important area of Indian welfare, because in the face of social and family breakdown, it is the children who suffer most. But official action in this area is such that "one is often hard pressed to decide whether the many children whose plight is overlooked by officialdom are in more pathetic straits than those that are 'helped'."

In 1963, 33.5 per cent of all children in the care of the B.C. Department of Social Welfare were Indian or part-Indian. In 1964, this had increased to 37.4 per cent, and in 1965, to 39.2 per cent."

Alcohol is a major factor in many Indian arrests, the brief adds, and alcoholism is a major Indian problem. "The conditions under which many of us live would drive almost anyone to drink. And heavy drinkers find that their bad situation deteriorates even more."

The rate of Indian recidivists is approximately twice as high as for other Canadians. A non-Indian first offender is frequently released on probation by virtue of a favourable pre-sentence report attesting to his having a job or school to go to, an "acceptable" home and "respectable" persons vouching for him. Not having any of these advantages, the Indian goes to jail. "Another group of prisoners are persons who could not afford to pay fines. Again the Indian goes to jail."

The majority of Indians, because of lack of funds, face serious charges without the help of lawyers. Many are not familiar with their legal rights, nor fully understand the proceedings taking place in the courtroom. "This is beyond any doubt a situation of there being a law for the rich (or white) and a law for the poor."

The 1965 report of the B.C. Indian Advisory Committee showed that 44 per cent of those admitted to the Willingdon School for Girls, a correctional institution, were Indian girls. "For young Indian men who find themselves in difficulty with alcohol and the law, the picture is grim enough," says the brief. "For girls, it is worse by far. Sexual exploitation of

Contrasts

Average Canadian annual wage $4,000.
Average Indian annual wage $1,361.
B.C. Canadians in wage earning age group—49 per cent
B.C. Indians in wage earning age group—36 per cent
Canadian families living in houses of three rooms or less 11 per cent
Indian families living in houses of three rooms or less—60 per cent
Canadian homes equipped with electricity—99 per cent
Indian homes equipped with electricity—44 per cent
Indian homes with sewer or septic tanks—9 per cent
B.C. Canadians attending university—1 in 60
B.C. Indians attending university—1 in 1600

Indian girls by means of liquor, and the use of force, and by taking advantage of their youth and naivete is so common that it is taken for granted by a large segment of the white population."

The brief asserts that the individual Indian's major contact with the Government is with the office of the agency to which he belongs. Much of this contact is indirect, through his band council. Dealings with the agencies are generally of two kinds. Communication by mail is largely with the council; individual contact occurs at the agency office.

To raise any point by mail, the brief said, is to invite a flood of complex and often apparently irrelevant forms to be filled out and returned. "This stage is followed by receipt of carbon copies of correspondence between various levels of the Government. This can go on for months. Loss of pertinent documents, even whole files by one or another office somewhere between the agency and Ottawa is far from unknown. Resolution of pressing matters by such means is less than satisfactory." And dealing with the agency in person is in most cases, not an acceptable alternative. "The Federation is very familiar with complaints of humiliation at the hands of agency staffs."

The brief quotes this observation from the Hawthorne Report, a survey conducted in March 1967 by Prof. H. B. Hawthorne, head of the anthropology department, University of British Columbia, and commissioned by the Department of Indian Affairs and Northern Development: "The one fact that tends to be singled out more frequently than any other, in laying blame for backwardness and underdevelopment of Indians in Canada, is the general system of administration under the Indian Affairs Branch . . . The Branch still exerts a degree of authority over Indians, particularly with regard to economic matters, far greater than any other Government agency exerts over whites. This exertion tends to elicit from Indians attitudes of dependency, irresponsibility, apathy, submissiveness and disguised hostility."

The brief added that many Indians legitimately in need of financial assistance would rather do without necessities than risk the humiliation that is so often the price of a little inadequate help.

Since 1928, the federal Indian health services have attempted to:

- provide treatment for Indians on reserves who are unable to provide for themselves;
- ensure that adequate public health service is provided to Indians on reserves and in residential schools; and
- assist Indians in reaching full social, economic and educational equality with their neighbours.

But the brief retorts: "The success of their efforts is reflected in the state of Indian health and in the Indians' current social, economic and educational status. The shockingly low life expectancy of Canadian Indians speaks eloquently of the difference between the myth quoted above and the reality we live with."

The most recent studies of adult mortality in the United States reveal that the average life expectancy for non-whites is 64 years. Life expectancy in India, with the help of foreign aid, has risen during the past few years from 32 to 50 years. Life expectancy for Canadian Indians is 33 years for males and 36 years for females.

The Indian Act provides that provincial child welfare legislation applies to Indians. Twenty years ago, a brief presented by the Canadian Welfare Council and the Canadian Association of Social Workers pointed to one of the worst features of the Branch's child welfare procedures:

> With respect to the child welfare aspects of residential schools, we urge the abandonment of the policy of caring for neglected and delinquent children in educational institutions. These children require very special treatment and we suggest utilization of recognized child welfare services. Arrangements might be made with provincial child-caring authorities to supply a service on the basis of payment for individual cases where it was deemed advisable. . . . Otherwise the federal authorities should provide their own services.

The policy of caring for neglected and delinquent children in educational institutions is still in effect, and Indians have two different bodies of overlapping de facto jurisdiction to deal with. "Worse than this is the effect of the implementation of this policy." Children whose homes are deemed "unsuitable" have simply been kept when school ends in the spring and placed in "temporary boarding homes." Some are taken from their homes on isolated reserves to go to school; and others have never been found by any court of law to be neglected or delinquent. Some of the parents are neither consulted nor informed about what is being done with their children.

The brief reveals further that the mothers of teen-age girls who have given birth to illegitimate babies while at residential school have never been told of their daughters' condition. Nor is action taken against the reputed fathers.

Severely disturbed children are placed in schools where they are out of reach of agencies that could refer them for diagnosis to child guidance clinics. Counselling in such schools is negligible. Families who provide the "temporary boarding homes" are given no support, guidance, or information to assist them in coping with the children placed in their homes.

"If Indian child welfare policies were the product of one man's mind, that man could be described as criminally insane, but no one human mind created this situation," the brief declares. "It appears to be the result of confusion, callousness,

Submerged, Neglected and Abused

The situation of Canadians of Indian origin continues to be a desperate one. They remain a submerged minority, neglected, abused and all but forgotten by the rest of the population. Their health standards are the worst in Canada. They are kept at levels of near illiteracy. They are prevented from exercising any initiative by a cumbersome and obsolete system of regulation under which they sink deeper and deeper into despair.

The situation cries out for quick, effective and vigorous action. Present methods are obviously unsatisfactory. You are aware of the studies which have been made by organizations like the Indian-Eskimo Association of Canada and the Canadian Welfare Council. We urge you in the strongest possible terms to move with despatch in the direction of new and improved programs on behalf of the Indian and Métis population. We cannot emphasize too strongly the point which has been made by competent authorities in this field that it is not enough for Indians to be the beneficiaries of programs established by others on their behalf. They must be enabled to participate in the measures that will raise them up economically and in other ways to the level of the rest of the country. Otherwise the lives and the future of the Indians and the Métis will continue to be a blot on the good name of our country.—Brief submitted to the Government by the Canadian Labour Congress, Feb. 13, 1968.

Job Discrimination in U.S. Leading to Lawsuits

In a strengthened campaign to prevent job discrimination against Negroes, the Civil Rights Division of the United States Department of Justice has been investigating complaints at a rate that will lead to a number of lawsuits during the next few months.

Although only 10 suits of the kind have been filed since 1965 (the year in which the Department obtained the power to deal with job discrimination), eight of these suits went before the courts in 1967.

Job discrimination is the main issue as far as Negroes are concerned, and since the attack on this kind of discrimination began in the middle of 1967, the Government has examined about 160 complaints accusing companies or unions of "systematically" discriminating against Negroes in the training, promotion, assignment, or efficiency rating of employees.

Many leading companies and unions are under investigation, and investigations on the spot have been made at plants and offices in about 25 states, not only in the "Deep South," where this work was at first concentrated, but in various parts of the country.

Negroes Given "Dirty" Jobs

In a recent lawsuit against Bethlehem Steel Corporation's Lackawanna steel mill in Buffalo, N.Y., which employs 18,300 persons, the company is charged with "hiring, referring, transferring, and assigning whites for employment without regard to qualifications, while placing stringent requirements on Negroes." Job assignment tests are alleged to have been framed in such a way as to favour whites — Negroes being given the "hot and dirty" jobs.

Of the 10 suits instituted so far, six involve unions, one involves both a company and a union, and three involve companies. Justice Department officials admit that, in their attempts to do away with discriminatory practices, companies may sometimes be thwarted by union policies.

Lawyers of the Civil Rights Division are now studying a case to determine whether the company or the union is responsible for job discrimination. Crown Zellerbach Corporation was told that it would no longer be given Government business if it did not stop discrimination in its Bogalusa, La., paper mill. Later, the company sued Labor Secretary Wirtz, asking for the withdrawal of this rule, and contending that, although it was willing to do away with its discriminatory seniority system, the union had refused to agree.

John Doar, the Assistant Attorney General in charge of the Civil Rights Division, says that "voluntary compliance is the only way to make the program work;" but he also believes that legal action as a first step will help to bring about a better understanding among companies and unions of the purpose of job discrimination laws.

Life Expectancy

Whites in United States	71 years
Indians in United States	44 "
Whites in Canada	70 "
Indians in Canada	34 "
Indians in India	50 "

ignorance—and too many years of safety from the correcting influence of public scrutiny."

The brief suggests that proper extension of welfare services to the Indians would require two things: first, increased staff; and second, recognition that there is a very real communications barrier between the social worker and the Indian—the barrier created out of differences in culture, background, and attitudes. To work effectively with Indian families requires specific skills and knowledge.

"Finally, child welfare problems are basically family problems and their solution is best to be found in prevention rather than attempts at cures. This raises the whole topic of welfare in its broadest sense—economic development, housing, health, and educational standards."

Many Indians have made attempts to escape the limitations of living in isolated areas. Many have successfully taken advantage of better educational and employment opportunities. But many Indians have discovered that they are really accepted only on Skid Row. "The price of this acceptance is high; often it is defeat, disease, and early death."

The private agencies that exist to help the Indians are concerned primarily with the successful newcomers who are learning to adjust to city life, and with those who are losing or have lost the battle to retain their self-respect. "Many of [these agencies] contribute a great deal, both to the individual... and to the community at large," the brief observes. "Virtually all are hampered by lack of funds, surviving largely by dint of the unselfish efforts of dedicated individuals. They cannot cope with the whole problem, and it is getting worse."

The brief suggests that the social problems of Indians stem from a multitude of causes and each has as many effects. "Since Indians don't have legal title to their homes, mortgages aren't available. Branch assistance with housing is not an adequate substitute." These factors contribute to poor housing, which in turn contributes to problems of health, education and social adjustment, as well as a perpetuation of poor housing standards. "Such self-perpetuating situations could be cited indefinitely."

There are cultural differences between the Indian and white communities, as well as the Indian's deeply ingrained suspicion of the motives and actions of governments. The problems besetting the Indians are not the same as those faced by the socially and economically depressed segment of the non-Indian population.

"For these reasons a broad, single approach is necessary to the solution of Indian economic and social problems, an approach which takes into account the scope and nature of the total situation."

The brief goes on to say that there may have been a time when a simple transfer of welfare jurisdiction to the provinces would have been sufficient, but "it is definitely not the case today." Indian status has meant second-class citizenship for too long for such a simple measure to be adequate.

The Hawthorne Committee believed that the solution to the problem of improving the situation to the point where Indians would no longer need special programs of assistance lies in combining the approach and methods employed by the provincial welfare department with the more basic techniques of community development.

> . . . the more valid criticism is not that against welfare as such, but rather against the lack of a balanced program for

The Indian Problem: White Men

It is significant that many people worry about the drop-out problem without concerning themselves with the drop-outs as human beings, in the same way as many people express concern for the "Indian problem" but can never quite see the Indians as human beings with their own problems. The major "Indian problem" is the white man. Education for what? is the crucial question. Education for jobs that disappear before the Indians and Eskimos become qualified? Every northern community and every Indian reserve has its quota of young men who have had up to a dozen vocational training courses and yet cannot find work.—Prof. James Lotz, "Human Rights of Indians and Eskimos," *Canadian Labour*, December 1967.

economic and social development. With the wisdom of hindsight, we can now see that it would have been better to have launched (after World War II, when new policies were introduced) an ambitious program of economic and community development in the broadest sense among Indians, with welfare as one part of the program.

The brief said that it was in general agreement with the welfare recommendations of the Hawthorne Committee and of the community development program outlined in the Report.

The Hawthorne Committee recommended that emphasis be placed on the rewards to the provinces of extending their welfare services to Indians. These include:

- an end to complex and time-consuming investigations to determine administrative and financial responsibility for the provision of particular welfare services to persons of Indian status;
- the opportunity to undertake area social problem management and amelioration in an integrated manner;
- an end to existing and future charges of discrimination in welfare programs;
- an improved fiscal base for extending welfare services to Métis and whites in remote areas;
- avoidance of the establishement of a fully developed Branch welfare service which would compete with provincial departments for scarce staff;
- inclusion of Indians in provincial welfare programs which could be used as a lever to enlarge staff and, in some cases, improve existing welfare services;
- some financial gain to the provinces through the proposed welfare formula.

The brief urged:

– that the recommendations of the Hawthorne Committee be adopted, and that they be implemented by the Government of the Province of British Columbia;

– that a comprehensive economic and community development program be initiated at the earliest possible date;

– that these two programs be fundamentally co-ordinated.

Co-ordination could be accomplished by establishing Indian welfare as a separate division within the existing (provincial) Department of Social Welfare, the brief suggests, and by placing the immediate control of both programs in the hands of the same body of senior officials. These persons would then simultaneously head both the "Indian Welfare Division" of the provincial department and the "Economic and Community Development Program."

The brief, submitted just before the beginning of Human Rights Year, ended with this epilogue: "The story of the relations between Indian and non-Indian Canadians is a shameful chapter in the history of this nation. We have for too long been the pallbearers for our hopes, our rights, and our heritage. We must be granted the rights that a country which would call itself democratic owes to all its citizens. We must be helped to repair the damage done by the long years of deprivation of those rights. We ask that you learn from history and begin now to help us help ourselves toward equal opportunity and to full citizenship in our country."

Canadian participation in the International Year for Human Rights was announced by Prime Minister Lester B. Pearson in December (L. G., Feb. 1967, p. 74). Mr. Pearson's proclamation contained the words: ". . . nor will Canada earn or deserve the loyalty and devoted service of its citizens to the fullest extent, if we allow racial or class or religious prejudice and intolerance to linger in our minds. We must continue the fight against these things until they are wiped out. . . ."

Commenting on Human Rights Year in its January issue, The Royal Bank of Canada's *Monthly Letter* had this to say:

"The truth is that a person may cause evil to others not only by his actions but by his inaction, and he is justly accountable in both cases. Duty is a common, collective faith, and every man is under obligation to fulfil his contract with democracy.

"The Golden Rule was the life guide of the stone-age Eskimos, and it has not been improved upon as a guide for the most sophisticated democracy. It applies to every person, whether he is rich or poor, whether he agrees with us or not, no matter what his race or the colour of his skin. In the new world which is coming into existence, this is not only a moral duty but an indispensable condition of survival."

We All Foot the Bill

Poverty damages us all, the rich as well as the poor, and in the end we must foot the bill for it, albeit in a piecemeal fashion: a larger police station here, a new home for the emotionally disturbed there, more penitentiary space, increased family court facilities, expensive urban renewal schemes. It is striking how often in Canada we try to meet our problems by building something we can see . . . . We are always prepared to repair or improve something we can look at, like a road or a causeway . . . . But human repairs and improvements remain beyond our ken, and when someone suggests we initiate such a program of renovation of the human body and spirit he is reviled as a do-gooder making free with our tax dollars. We have not yet applied to our social policy the principles and techniques of rational calculation, research, innovation, and technical progress that we insist upon in our industrial system. That is "planning" and planning is evil and totalitarian. Yet, in the end, the real cost to the nation of this attitude to planning will not be in the expensive stop-gap measures we are finally forced to pay for, but in the appalling wastage of human resources which we permit every time social conditions prevent one of us from attaining our full potential.

Pierre Berton, *The Smug Minority*

Why the Shortage of Highly Qualified Manpower?

Prof. John Porter, of Carleton University, author of the best-selling book, *The Vertical Mosaic*, offers a number of sociological reasons for the universal shortage of scientific and other professional personnel.

THE reasons for the difficulty experienced by industrially advanced countries in producing an adequate supply of highly qualified manpower were discussed by Prof. John Porter, of Carleton University, in an address sponsored jointly by the Canada Department of Labour and the Ottawa Chapter of the Economic and Political Science Association, in Ottawa.

The main reasons given by Prof. Porter for this chronic lag were: the unsuitability of educational systems for the purpose of turning out this particular kind of manpower; the inability of the middle class to produce the trained persons required in sufficient numbers; and the obstacles to tapping the working class as a source of supply, even when the means of training were provided.

Although his interest in the subject had originally grown out of Canada's need to rely heavily on the external recruitment of highly qualified manpower, the speaker said, the problem was not wholly a Canadian one. All highly industrialized countries were having the same kind of difficulty.

The tendency was to think of automation as going on in production, but it was also taking place in other activities, such as transport and medicine. Discussion of automation was mainly concerned with the displacement of workers and with retraining, and he did not want to underestimate the importance of these aspects, the speaker said. But none of the modern industrial societies were producing the supply of highly trained manpower required to meet the demands of automation or technical advance.

That migration of professional workers had to be relied on as a means of making up the deficiency in the numbers of such people supplied by educational institutions was evidence of a considerable failure on the part of these institutions. The United States was the greatest net importer of this kind of manpower, and its annual import had been estimated to be equal to the output of several large universities. The higher the level of qualification required, the more the U.S. had to depend on external recruitment. Great Britain was an important source of supply, but considerable numbers came from other countries, such as the South American countries and Canada.

With regard to such importation from Canada and some other countries, Prof. Porter pointed out that there was a substantial amount of "leap-frogging," that is, the "re-export" of persons who had in the first place come from other countries.

In Britain, there had been much concern about the "brain drain," and the plundering of the industrial systems of Europe. But, in fact, it might be that Britain was itself a net importer of highly trained persons. There had been a loss of engineers and scientists, but there had been gains in such professions as medicine, nursing and teaching. For example, half of the junior hospital staff in Britain came from abroad.

Both France and Britain continued to benefit by their former position as colonial powers. France drew highly trained manpower from its former African colonies, and Britain from its former possessions—for example, Africa and India.

Inventories of manpower shortages that had been made, Prof. Porter said, indicated that every advanced nation faced a shortage of scientists for the indefinite future. The loss of PhDs and scientists from Britain to the U.S. amounted to between 15 and 20 per cent of the British annual output, and from a world point of view, there was evidence of the existence of an inadequate and in some respects a common pool of highly qualified professional manpower. In Britain, discussion centred around the loss of engineers and scientists, and this loss occurred partly because such professionals were not being used in British industry as they were in American industry.

Professional training of managers, the speaker pointed out, was almost non-existent in Britain. Professionalism of management was scarcely recognized, reliance being placed on the empirical acquisition of the necessary qualifications; and this lack of training for management was now being felt as a source of weakness. The educational system of Britain, although it had a high output in some professional fields, was deficient in other respects.

Labour force projections, made in an attempt to establish future needs, indicated not only that the shortage of engineers

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Wage Demands and Improved Productivity

There is no warrant for complaints about the "excessive demands of labour" during the past few years, says the Minister of Labour. But further increases of the same order will have to be accompanied by productivity and performance improvements.

LABOUR made substantial gains in wages in 1965 and 1966, but during these years it was in reality only regaining the share of industrial production that it had secured nine years earlier—in 1957, Hon. John R. Nicholson, Minister of Labour, said in addressing a conference of the National Business Press Editors Association, held in Ottawa in mid-January. Looking at things in this light, he could find no warrant for complaints about the "excessive demands of labour" during the past few years.

"Between 1961 and 1966, Canada increased her output by 35 per cent, increased the number of jobs by 18 per cent, cut unemployment to roughly 3.5 per cent of the labour force, and in 1966, we achieved almost full utilization of our existing industrial capacity," the Minister said.

But during the earlier years of this "economic leap," much of Canada's force of organized labour "was tied up in two- and three-year collective agreements. It was not until 1965 that labour was able, when re-negotiating these agreements, to press for what they considered an appropriate share of this massive new prosperity. Naturally, they had some—and in many instances a lot of—catching up to do after the recession years, when their share of the industrial product was in decline. . . .

"Perhaps I should point out that if Canadian labour's share of industrial product had maintained its 1957 level through the succeeding seven years, its income in 1964 would have been $650 million above what it actually was."

Mr. Nicholson further pointed out that, during this same period, 1957-64, labour costs per unit of production rose by less than 3 per cent, whereas corporate profits per unit rose by almost 18 per cent.

"But now we come to the beginning of the moment of truth—the past 18 months or so. By 1967, labour's share had risen to the point where further across-the-board wage advances began to meet strong resistance as a result of general economic pressures to maintain reasonable profit margins. The 1965-66 successes of the stronger unions, however, had set a goal for all others—organized or unorganized—since they felt themselves slipping back in the relative order of things. Average weekly wages and salaries continued to advance strongly during 1967, rising 6.5 per cent over the year ending last September.

"Due to modest increases in productivity and the profit cushion over the period, price increases were generally held to a minimum up until the past year or so, when a noticeable acceleration of increase on most items on the consumer price index has become all too obvious.

"We enter 1968, therefore, with many of the classic factors for inflation pushing hard—an almost totally committed productive capacity coupled with the outlook for a levelling off of new development capital, a labour force continuing to be employed at a relatively high level at a time when a series of major collective agreements are scheduled for re-negotiation, and when the majority of the labour force—essentially the unorganized—are still determined to catch up to those of their brethren who have already achieved substantial increases over the past two or three years."

A question therefore arises that must be answered, the Minister said. How can all parts of the Canadian labour force gain a fair share of the country's output "without undermining the nation's present delicately balanced prosperity and . . . its prospects for future growth in real terms?"

Two facts that now emerge are: first, the extent of wage and salary increases that the economy has been able to absorb during the past two or three years cannot be sustained much, if any longer without a marked improvement in productivity; and second, that this improvement will be difficult to achieve in the face of the almost complete employment of available resources.

Facing this difficulty calls for "a whole new environment of attitudes" on the part of labour, management and government, the speaker said. "Neither management nor unions can justify their actions simply through the repetition of sanctified economic and social generalizations from the past—generalizations that no longer apply, explanations that no longer explain. Their acceptance of new relationships with each other, coupled with new responsibilities to society, are critical to Canada's success as a nation."

The traditional way in which all parties pursued what appeared to them to be their immediate self-interest had served us reasonably well most of the time in the past, and "our bursting of the bonds of poverty was accomplished largely by giving market forces full rein during recent years within the confines of a system of impartial law protecting persons and property," Mr. Nicholson said.

This traditional method had helped us to emerge from "a state of semi-stagnation in the late 1950s . . . into one close to full employment. During 1965 and 1966, labour generally regained its previous losses in its share of output by following the traditional approach and pressing hard for what they contended were appropriate wage increases. The effects on prices of these sizeable wage gains have been tempered, however, not only by the relative modest gains in productivity that we have experienced, but also by appreciable reductions in the share of income secured by other factors of production.

"To improve our national productivity levels . . . we must all share in the responsibility—labour, management and government. Let no one be deceived that the solutions to our lagging productivity growth rate must, or should be found by management alone. We all, including labour and government, have our parts to play; and if labour has a right to claim its share of the benefits of past accomplishments, then labour will also have to share the blame if we fail to respond effectively to the challenges and opportunities for further productivity improvements.

"Nearly all our aspirations for a better tomorrow rest upon our ability to accelerate our rate of productivity improvement. Even without any further acceleration in wages and salary increases, labour cost per unit of output will rise, resulting in an upward pressure on price levels, unless our productivity rate rises much more rapidly than in the immediate past.

"Higher prices can seriously threaten our country's capacity to compete effectively with imports in our domestic markets and with exports in our foreign markets . . . As an exporting nation, Canada's central problem is a price problem. Over the past two years, our prices, in my opinion, have risen much too rapidly. The consumer price index rose at a rate of about 4 per cent during the last year. At the same time, fortunately, there has been a continued expansion of employment, now about 3 per cent above the previous year.

"Because our labour force has continued to grow and is still growing rapidly, the relative increase in the unemployment rate, to about 4½ per cent from approximately 3½ per cent the previous year, may appear moderate. But clearly, we must look for ways to bring that unemployment rate down again. At the same time, we must keep our price levels reasonably stable, by which I mean that we should aim to prevent average annual increases from rising above the 1.4- to 2-per-cent range suggested by the Economic Council of Canada as a goal for reasonable price stability.

"This will require some reduction in the size of wage increases, as well as an improved rate of productivity growth. All those involved in the collective bargaining system should devote increasing attention to this problem. Canadian workers, who have obtained substantial wage and salary increases over the past few years, will inevitably find that further increases of the same order will become increasingly difficult to obtain unless they are accompanied by productivity and performance improvements."

Mr. Nicholson said that in several industries, unions and managements had begun to bring their "productivity problems" to the bargaining table, and he hoped that this practice would become more widespread, although he knew that in many industries management still regarded decisions about changes that affected productivity as their exclusive prerogative.

"In the face of the new realities, however, I believe most sincerely that there is an urgent need for such managerial attitudes to change, if Canada is to avoid serious strife and disastrous consequences for our whole economy. Our present circumstances in my view compel major changes and adaptations in our collective bargaining systems . . . ."

If the workers were to accept the proposition that their wage gains in future must depend largely on general gains in productivity, then it was incumbent on management to give unions a say in the introduction of changes designed to bring about greater productivity. "Wage bargaining must be joined with productivity bargaining," the Minister said.

Going on to speak of the part that governments should play in promoting economic expansion, he referred to tariff reductions made under the Kennedy Round. These reductions were bound to present problems of adjustment for many businesses, unions and communities, he said. The federal Government had made arrangements for assisting industries adversely affected, and the Department of Labour stood ready to help in labour relations matters and in short-term displacements of labour in certain cases.

The tariff reductions granted by other countries should provide great opportunities for many Canadian firms and industries, but it would not be in the public interest for such firms and industries to keep to themselves all the benefits of this trade expansion and gain in productivity.

"The public interest most certainly requires that such benefits be shared not only with the workers in the form of improved wages and salaries, but also that they be shared with the consumers in the form of reduced prices," Mr. Nicholson said.

For years to come, in some parts of the economy, wages and prices would certainly be unduly depressed, and here increases could be justified by the right of these sections to share in the general prosperity. Conversely, price stability and equitable distribution of income required reasonable price reductions in those industries that continue to enjoy unusually high gains in productivity and high levels of wages and prices. Although we wanted full employment and expanding production, this must be achieved without inflation, and this could be done only with the support of unions, business and other influential groups.

The Minister rejected the "widespread Canadian attitude that inflation is inevitable." But he said that the very existence of this idea would make price stability more difficult to attain. "I hope that forces already at work, the steps already taken by the federal Government and others are acting to dispel this illusion of the inevitability of inflation . . . Canadians can achieve price stability in a state of rapid economic advance, and thus lay the ground work for even greater rates of gain over the years to come . . . ."

The Department's Conciliation Officers



Dominion Wide photo

Fifteen industrial relations officers of the Conciliation and Arbitration Branch, Department of Labour, met in Ottawa recently to exchange views on new labour relations developments and negotiating techniques. Known unofficially as conciliation officers, their job is to bring labour and management together to help soothe turbulent employer-employee relations before they erupt into a strike. The men are located in eight centres across Canada: Ottawa, Vancouver, Winnipeg, Toronto, Montreal, Halifax, Fredericton and St. John's. Among the senior Department officials addressing the conference were: Deputy Minister George V. Haythorne, Assistant Deputy Minister (Bernard Wilson, Labour Relations) Assistant Deputy Minister (J. P. Després, Labour Standards and Benefits) and Dr. G. Schonning, former Director General, Research and Development. Guest speakers were: Prof. H. D. Woods, Dean, Faculty of Arts and Science, McGill University, and W. H. Dickie, Director, Conciliation Branch, Ontario Department of Labour. Seated, from left to right at the conference table are: C. E. Poirier, Montreal; D. H. Cameron, Vancouver; H. R. Pettigrove, Fredericton; W. J. Gillies, St. John's; D. S. Tysoe, Vancouver; D. T. Cochrane, Halifax; H. A. Fisher, Toronto; J. S. Gunn, Assistant Director, Ottawa; W. P. Kelly, Director, Ottawa; E. O. Pigeon, Ottawa; R. L. Fournier, Montreal; Kenneth Hulse, Toronto; G. R. Doucet, Montreal; T. Bruce McRae, Toronto; A. E. Koppel, Winnipeg; W. M. Dempster, Ottawa; and Clark Gilmour, Vancouver.

Department Appoints Regional Safety Officers

Eight regional safety officers have been appointed to administer the Canada Labour (Safety) Code, which went into effect on January 1, 1968 (L. G., Feb. 1967, p. 82).

The new officers will be responsible for setting up a system of inspection of workplaces and for ensuring that appropriate safety standards are applied in all industries under federal jurisdiction. They will also provide general advisory and professional services in industrial safety, carry out investigations, and promote safety education.

The federal Department of Labour will attempt to minimize the size of its industrial safety field staff by working out mutually satisfactory arrangements with experienced provincial officials to avoid duplication or overlapping of functions.

The Canada Labour (Safety) Code applies to industries or businesses connecting one province with another or another country, to undertakings that have been declared by Parliament to be for the general advantage of Canada, and to certain Crown corporations. It does not supersede safety provisions in other federal legislation. Therefore, it does not apply to the actual operation of ships, trains or aircraft, which are already covered by other Acts of Parliament.

The names of the safety officers, the regions they represent, and their business addresses are as follows:

Benjamin St. C. Langille, Nova Scotia, Sir John Thompson Building, 1256 Barrington St., Halifax; Stephen M. Bancroft, New Brunswick and Prince Edward Island, Federal Building, 633 Queen St., P.O. Box 235, Fredericton; Laureus Hudon, Quebec, Postal Station "B" Building, 685 Cathcart St., Montreal; Douglas R. Abbey, Ontario, 708 Arcade Building, 74 Victoria St., Toronto; Bertram H. Wilson, Manitoba, 700 Mall Centre Building, 491 Portage Ave., Winnipeg; Joseph P. Kot, Saskatchewan, Brent Building, 2505 – 11th Ave., Regina; John Duncan Holden, Alberta and the Northwest Territories, 2701 C.N. Tower, 1004 – 104th Ave., Edmonton; and Joseph W. Fraser, British Columbia and the Yukon, 407 Bank of Canada Building, 900 W. Hastings St., Vancouver.

50 Years Ago

From the Labour Gazette, April 1918

A report on workmen's compensation explained the law regarding employer's liability. Railwaymen in Great Britain worked long hours for small pay before and during the early part of World War I, according to a report prepared for a U.S. committee.

One of the defences that an employer might use against a claim by an employee who had been injured in the course of his employment was "the doctrine of the assumption of risk," according to the report of a commission appointed by the Government of New Brunswick to investigate workmen's compensation. The report was published verbatim in the LABOUR GAZETTE for April 1918.

This report explained the doctrine in question as one "wherein the employee was assumed to know the hazard upon which he entered, and therefore, by accepting money for his services, he contracted himself out of the liability by the employer.

"That, we think, is the common law doctrine," the report continued. "This, however, was modified by the passing in England of Lord Campbell's act, which was re-enacted in this province . . . The effect of this act was to vest in the heirs of the injured person the right of action against the employer. At common law, the right of action died with the death of the injured man; this statute gave the right to the injured man's heirs to proceed against the employer.

"There is, therefore, the common law right to consider, which we may discuss in this way: the liability of the employer to the employee, subject to the defences which we have suggested above, and enlarged by Lord Campbell's act." (Other defences besides the "doctrine of assumption of risk" were negligence on the part of the employee, and injury by the act of a fellow employee.)

The report went on to say that, in 1884, the common law doctrine of Germany had been altered or superseded by the passing of the Workmen's Compensation Act. Norway followed suit in 1887, and was followed "successively by nearly all the European nations as time went on. In point of fact, there are 46 nations or peoples in Europe and portions of the British Empire, as well as in South America, which have accepted the principle of workmen's compensation. . . . In America and Canada during the last seven years, about 40 acts have been passed which adopt the principle. . . ."

In enlarging on this, the report said in part, "The modern doctrine would seem to run in this wise, that the industry which has caused loss to the individual, whether it be that of life or otherwise, should pay the loss. Or practically that the statutory law should restore to the individual the loss occasioned by the industry itself. . . ."

Referring to another aspect of workmen's compensation, the report said, "It will probably be found to be true generally, that modern workmen's compensation costs more than the old plan of employer's liability, but on the other hand, it confers larger benefits upon the employee, while it relieves the employer of a heavy personal liability. . . . It has been found, broadly speaking, that the commissions have transacted the business at much less cost than the insurance companies. . . ."

Railway Wages in Britain

Even after a strike in 1911, there was little improvement in the wages of railwaymen in Great Britain between the settlement of the strike and the outbreak of war in 1914, and they continued to rank with the lowest in the country.

This statement was contained in an article in this journal on "Government Control of Railways in Great Britain in Relation to Railway Employees," which was based on two memoranda about government control of railways in Great Britain, prepared in the Library of Congress in Washington for the United States Committee on Interstate Commerce. The memoranda were prepared to show the effects of such control on the finances of the railways and on the position of railway employees.

Not only were the wages of railwaymen low, but their hours were long. To quote from this journal's article: "A Member of Parliament in 1907 declared that a 15½-hour day for firemen and an almost 16-hour day for engine drivers were still usual. In 1893, an act was passed authorizing the Board of Trade to investigate any complaints of railway employees as to unduly long hours of work, but it does not appear to have been effective in improving conditions.

"No direct attempt to regulate the wages of railwaymen was made by the Government, but in the settlement of the strike in 1911, it agreed 'that an increase in the cost of labour due to the improvement of conditions for the staff would be a valid justification for a reasonable general increase in charges.' In 1913, an act was passed establishing the principle that the financial burden of improvement in the condition of railway labour shall be borne by the shippers rather than by the shareholders. . . . .

"In 1907, a crisis arose through the refusal of the railway companies to consider certain demands made by the men for higher wages and shorter hours, and a general strike was only averted by the acceptance of a scheme of conciliation and arbitration proposed by Rt. Hon. David Lloyd George, at that time President of the Board of Trade." This scheme, in an amended form, was still in force when "trouble broke out again in 1911, the men declaring that the machinery of conciliation was being used by the companies to put them off and delay the settlement of their grievances. They presented an ultimatum to the companies to meet the union representatives in a discussion of wages, hours and other pressing questions.

"On the rejection of the ultimatum by the employers, a strike was declared and 200,000 men walked out. On the next day, August 19, Rt. Hon. David Lloyd George again successfully intervened by inducing the union leaders to agree to an inquiry into their grievances by a Royal Commission, and the strike was called off.

"The findings of the Commission, particularly with regard to recognition of the unions, were not acceptable to the men, and although some concessions were made, their dissatisfaction revived and caused serious difficulties to the companies and the Government after the outbreak of the war."

As soon as war was declared, the Government took over control of all the important railways of the country under the Regulation of the Force Act, 1871. After assuming control, the policy of the Government was "not to interfere with the conditions and terms of railway employment beyond what has been necessary in order to carry on the war. The Government, however, has taken some action in the matter of wages, conciliation schemes, etc., in order to prevent the crippling of the railway services through strikes." The Munitions of War Act, 1915, provided for compulsory arbitration for the prevention of strikes or lockouts.

The decrease in the supply of labour and the increase in traffic during the war

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New agreement eases automation's effects

An agreement for reducing the size of railway yard crews, while at the same time ensuring that yardmen with seniority on or before December 15, 1967 would not be in any way adversely affected by the reduction, was signed by the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen at the beginning of December.

The agreement, which took the form of an amendment to an article in the current agreement between the company and the brotherhood, goes farther than any previous compact in safeguarding employees against what might otherwise be the adverse effects of technological change. Moreover, it sets out the terms that may become the standard under which 2,000 yard service jobs are eliminated during the next five years or so. There are about 6,000 yard service jobs on all Canadian railways taken together.

Yard-switching crews engaged in sorting freight cars during the assembly and breaking up of trains have for years consisted of a foreman and two helpers. In certain yards, improved methods and equipment now make it possible for a foreman and one helper to do the work, and the plan is to reduce crews accordingly. This, however, is to be done by eliminating jobs only when workers are removed by resignation, retirement or death; or, in the words of the agreement, workers who are "removed from the active working list of yard foremen or yard helpers other than by layoff, discharge, or temporary promotion to yardmaster or non-scheduled position."

The company did not want to go any further than this, but the union objected that full protection of seniority rights would not be provided, since a senior man with a daytime job might be forced to change to a less desirable afternoon or night assignment.

When the dispute went to arbitration, the company contended that, under such circumstances, if senior yardmen were allowed to keep their preferred daytime jobs, they would be occupying unnecessary positions, while at the same time the company would be forced to hire new employees to fill assignments in which a man was really required.

"Such a requirement does not exist in any past settlement of such matters in the railway industry, nor to our knowledge has such a requirement been placed upon any industry in Canada," the CPR said in a brief.

The union's lawyer based the trainmen's case on the report of a conciliation board, issued last year, which said that reduction in the size of crews should be arranged with "no distress to the work force." Forcing men in preferred daytime jobs to take afternoon or night shifts would be a breach of this principle, he said; and the company finally agreed to observe these seniority rights, in spite of the fact that a precedent would be set that would affect agreements with other lines.



Photo Features Ltd. photo

Bryce Mackasey

Bryce Mackasey appointed Acting Minister of Labour

Bryce Stuart Mackasey, Member of Parliament for Verdun, and Parliamentary Secretary to the Minister of Labour since January 1966, was brought into the federal Cabinet as Minister without Portfolio on February 9. The new minister immediately became acting Minister of Labour in the absence of Hon. John R. Nicholson, who had gone to India as head of the Canadian delegation to a conference on trade development, sponsored by the United Nations, in New Delhi.

Mr. Mackasey was first elected to the House of Commons in June 1962. He was appointed Parliamentary Secretary to the Minister of National Health and Welfare in July 1965. He was a delegate to the United Nations in 1963, represented Canada in 1965 on a visit to the Republic of China, and represented Canada in 1966 on a delegation to Poland. He was born in Quebec City and is bilingual.

Productivity bonus introduced at Canadair

A trend-setting bonus system has been established for employees of Canadair Ltd. A productivity clause has been developed and included in the new collective agreement between Canadair Ltd. and Montreal Aircraft Lodge 712 of the International Association of Machinists and Aerospace Workers. The agreement became effective on March 1, 1968.

The two groups believe that they have achieved a satisfactory breakthrough in the area of bonus payments. Unlike conventional incentive bonuses for piecework, which lower worker morale and often lead to bottlenecks in production lines, the productivity plan seeks to raise uniformly the production output of the company. It is applied to total shop production rather than to the productivity of the individual workers or departments.

The new plan is designed to avoid work interruptions and to encourage workers to play a role in the company's drive for greater productivity. The productivity improvement plan is based on an index formula derived from the production schedule. The bonus will pay up to 12 cents an hour for all hourly-rated employees for time actually worked. The amount of payment will depend upon how well the rate of actual production meets the scheduled production standard.

The productivity improvement plan bonus will be paid from the savings to be realized from the reduction of the amount of work required to be redone. The plan is expected to make workers more schedule conscious, and to reduce costly slowdowns in production that result when the tight production schedule is delayed through a breakdown of the sequential and interrelated operations.

Nurses convention to discuss collective bargaining

A panel discussion on "Collective Bargaining for Nurses in Canada," will be one of the highlights of the 34th Biennial Convention of the Canadian Nurses' Association, which will be held from July 8 to 12 at the Saskatoon Centennial Auditorium, Saskatoon.

Hon. Allan J. MacEachen, Minister of National Health and Welfare, has been invited to discuss the implications of Medicare on July 8.

Department appointments to accident prevention

William Allan Martin has been appointed Chief of the Accident Prevention Division, Accident Prevention and Compensation Branch, Canada Department of Labour.

Born in Saskatchewan, and a graduate in chemical engineering from the University of Alberta, Mr. Martin began his career with Canadian Industries Limited in 1947. In 1957, he was appointed head of the dangerous commodities section of the Canadian Transport Commission. As head of the section, he was responsible for the development and administration of regulations pertaining to the safe rail transportation of explosives, compressed gases, flammable liquids, radioactive materials and other dangerous commodities.

In his new position, Mr. Martin will be assisted by a staff of 48 persons, 11 of whom will be professional engineers.

Bernard A. Inshaw, Ottawa, has been appointed to supervise the Division's educational services. Born in England, Mr. Inshaw was Special Assistant to the Director-General of the Royal Society for the Prevention of Accidents in Britain, before coming to Canada in the latter part of 1966.

He was awarded the silver medal of the Institut National de Sécurité in recognition of his services in the prevention of industrial accidents and diseases, and the silver medal of the City of Paris for his work in the social services.



W. A. Martin

Charles Edward Lowthian of Appleton, Ont., has been appointed to take charge of the division's technical services. Prior to joining the Department, he served as a staffing officer in the Public Service Commission. He holds a Bachelor of Science Degree in Civil Engineering from Carleton University, Ottawa.

Parliament

Bill C-197 to amend the Unemployment Insurance Act to increase the coverage provided by the Act, to establish a new schedule of contributions to be paid by employers on behalf of employees covered by the Act, and to establish a new schedule of benefits corresponding to the new schedule of contributions, was introduced by the Minister of Labour on January 23 and given first reading (*Hansard* p. 5846).

Consumer Affairs appoints new director

Miss Eleanòr Ordway has been appointed Director of Consumer Service and Information in the newly formed Department of Consumer and Corporate Affairs.

After holding a position in the federal Government's food and drug laboratories Miss Ordway was appointed assistant to the Director of Food and Drugs in 1945, and in 1957 she was made head of the Consumer Division of the Directorate. Later, she was appointed secretary to the Advisory Council of Consumers, established by the government in 1964.

Seafarers' International Union of Canada re-admitted to the CLC

The executive council of the Canadian Labour Congress voted in the middle of February to re-admit the Seafarers' International Union of Canada to membership in the Congress.

The decision by the CLC's 21-member body was in accordance with a recommendation from the executive committee, the eight-man inner cabinet of the Congress. That recommendation followed a conference with leaders of the SIU in Ottawa toward the end of January.

Besides re-admitting the SIU, which represents ordinary seamen on coastal and inland vessels, the Congress agreed also to accept as an affiliate the Canadian Marine Officers' Union, a section of the SIU that is composed of officers on the same vessels.

The SIU was expelled from the Congress in 1959 after it had refused to stop a raid on the National Association of Marine Engineers, an affiliate of the CLC, and the expulsion was confirmed at the 1960 CLC convention. The expulsion came as a climax to the one-man rule of Harold Banks, then president of the SIU, who was removed from his post in 1964 by the Board of Trustees of the Maritime Transportation Unions (L. G. 1964, p. 260). After the removal of Hal Banks, Leonard McLaughlin, his chief lieutenant, was elected president in December 1964 in a vote supervised by the trustees (L. G. 1965, p. 815).

The 1966 CLC convention in Winnipeg reversed an earlier decision that the SIU would not be re-admitted without the approval of a full convention (L. G. 1966, p. 282). The convention adopted a resolution empowering the executive council to re-admit the SIU at its discretion.

Announcing the decision of the executive council, the CLC's Acting President Donald MacDonald said, "As a condition of re-affiliation of the SIU and affiliation of the CMOU, the international and Canadian officers have signed an undertaking which states that they will abide fully by the constitution and the principles and policies of the Canadian Labour Congress. They recognize that no affiliate of the Congress has exclusive jurisdiction in this field. They have also made a commitment that no former member or former officer of the Canadian affiliate can exercise influence over its policies and actions."

Mr. MacDonald also said that the CLC would appoint a special liaison committee, with which the SIU has agreed to co-operate "with regard to any matters that may arise." He added that the organization of all marine officers in one union had been recognized as a desirable objective and that steps had been taken to accomplish this.

"The public board of appeals is to continue to be available to the SIU members, and the organization has expressed a willingness to co-operate in the establishment of port councils under CLC jurisdiction should a decision be reached to organize such councils," Mr. MacDonald said.

Both the Seafarers' International Union of Canada and the Canadian Marine Officers' Union will now be entitled to send delegates to the CLC's biennial convention, to be held in Toronto from May 6 to 10.

Wages and Salaries in Canada

Since World War II

Relative differences in hourly earnings in manufacturing industry groups became more pronounced between 1949 and 1965. Most of the manufacturing industries with hourly earnings below the all-manufacturing average in 1949 were even more below average by 1965, and those above average in 1949 had improved their advantage by 1965.

These and other findings have been drawn from a recent study concerning the behaviour of Canadian wages and salaries during the postwar period, conducted by the Economics and Research Branch of the Department of Labour.

The study examined the wage and salary behaviour in 1965, and then depicted the trend developing from previous years, mostly since 1949. The report of the study contains many charts and tables to represent graphically the differential of labour earning increases by industry, region and occupation. Some of the charts are reproduced below.

Other aspects of wage behaviour are also illustrated. These include:

- a comparison of the labour share of net domestic product with the shares going to investors and unincorporated business;
- a comparison of trends in money wages and real wages (that is, money wages discounted for rising consumer prices);
- a comparison of hourly wage trends in manufacturing with trends in production and man-hour productivity; and
- the trend in major collectively bargained wage settlements.

Comparison of wages and salaries with other economic variables has been kept to a minimum in this report, because the charts are not meant to suggest any cause-effect relationship between wage and non-wage factors. The report includes, however, references to more detailed and up-to-date information to be found in other sources.

Chart 1A

Paid to Employees in the Sectors of the Economy and in Agriculture, 1949 to 1965

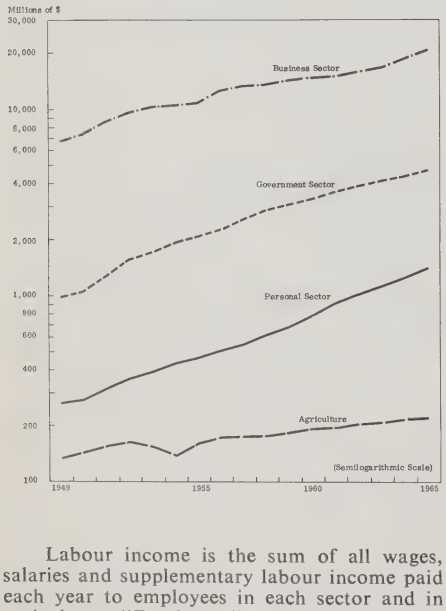
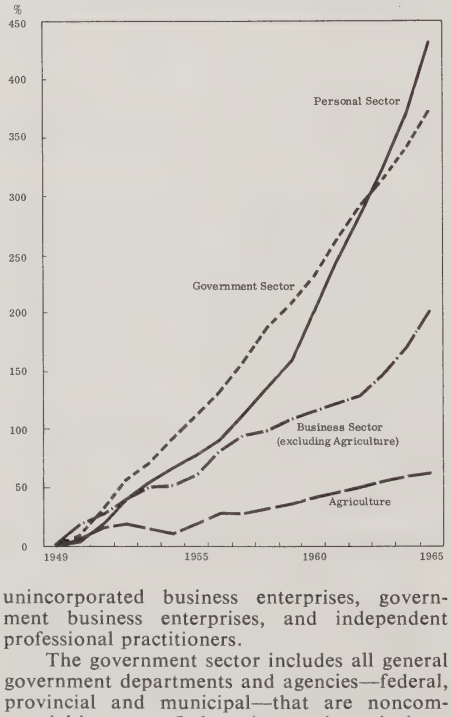


Chart 1B

Rates of Growth, 1949 to 1965



Labour income is the sum of all wages, salaries and supplementary labour income paid each year to employees in each sector and in agriculture. "Employees" are all people who are employed by a person or organization including everyone from the labourer to the highest official.

The personal sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector.

The business sector includes all transactors operating for gain, including corporations, unincorporated business enterprises, government business enterprises, and independent professional practitioners.

The government sector includes all general government departments and agencies—federal, provincial and municipal—that are noncommercial in nature. Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in above table.

In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Labour Income

Canadian labour income exceeded $8. billion in 1949, distributed through the national economy as shown in Chart 1A and 1B, and $26.6 billion in 1965. Labour income was largest in the business sector; in 1949 it was almost seven times greater than the government sector but by 1965, it was only four times greater. The greatest growth however, occurred in the personnel sector, followed closely by that of government.

Distribution of Income

More than 60 per cent of the proceeds of the business sector has been paid out as income from gainful employment, that is, labour income. Another 25 per cent has gone to investors, and the remainder about 15 per cent, to unincorporated business, or privately owned small business firms and self-employed people such as most doctors and dentists.

The shares of this distribution have fluctuated within a rather narrow margin during the postwar period. The labour share ranged from a low of 62.2 per cent in 1950 to a high of 65.8 per cent in 1957. The investment share grew from 23.0 per cent in 1949 to 27.2 per cent in 1965, while the small business share decreased from a high of 13.2 per cent in 1949 to a low of 9.1 per cent in 1965. The only apparent trend in these series has been

a decline in the share going to unincorporated business.

Wages, Production and Productivity

Manufacturing production, as shown in Chart 2, has closely followed the trend in the business cycle. The major declines, except for one in 1951, occurred during a business downturn (shaded areas on chart), which is, in fact, a major characteristic of downturns.

More than half the 1949-1966 production growth took place in the last third of that period. After a substantial rise in 1951, money wages (average hourly earnings in current dollars) increased at a rather even rate from the start of 1952 to the end of 1963, with only a slight slowing down in the second half of the 1953-54 and 1957-58 recessions, and the first half of the 1960-61 recession.

The rate of increase of money wages has accelerated since the beginning of 1964, but real earnings (or money earnings discounted for the rise in consumer prices) have risen at a rather even rate. This means that the recent three-year spurt in money wages has been largely offset by a speed-up in the rise of consumer prices. After a virtually unchanging rate of increase in manufacturing output for each man-hour from 1960 to 1964 (annual averages), the rate increased further between 1964 and 1965.

Because man-hour productivity increased about 77 per cent between 1949 and 1965, while production increased 131 per cent, the heightened output called for greater manufacturing employment, which in fact rose about 30 per cent.

Current Picture, by Industry

Labour income varies by industry, region, occupation, size of firm or establishment and other factors, and by combination of these factors. Variation by industry is illustrated in Chart 3.

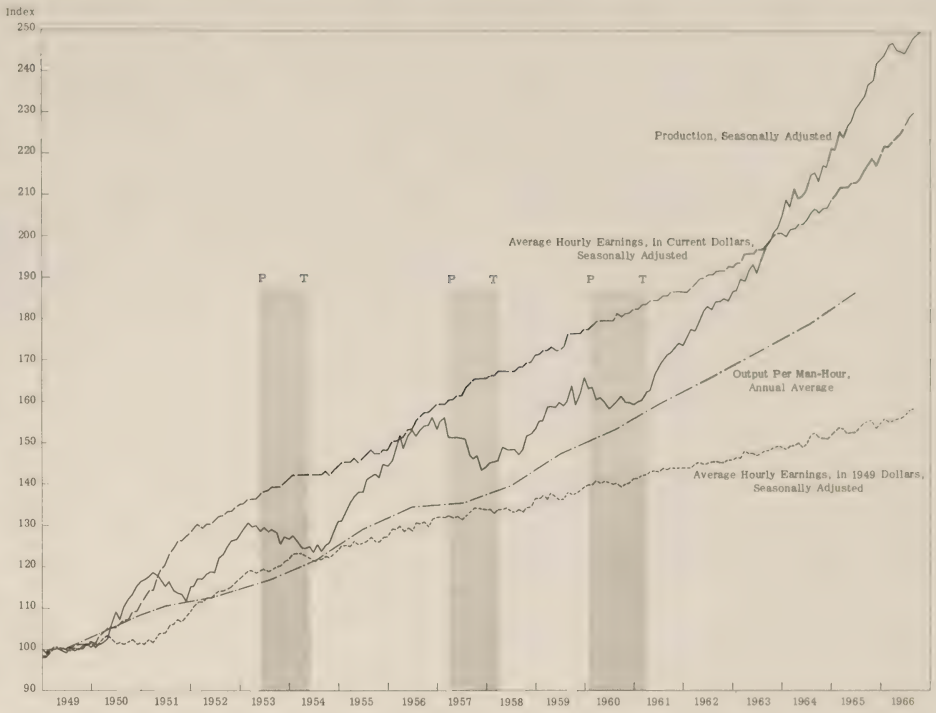
In weekly wages and salaries, the mining industry ranked highest in 1965 among the major industry groups. The service industries (including recreational services, accounting, advertising and other services to business; and such personal services as laundries, dry cleaners, hotels and restaurants) were lowest.

There was a difference of $47 a week between services at $65 and mining at $112. The latter was 22 per cent above the all-industry average, the former was 29 per cent below. Public utilities virtually shared top rank with mining, with a difference of less than 50 cents in weekly earnings. Manufacturing industries and financial institutions were closest to the all-industry average.

Chart 4 illustrates the wage and salary trends found in 17 manufacturing industries. Hourly wages were below average in six manufacturing industries in

Chart 2

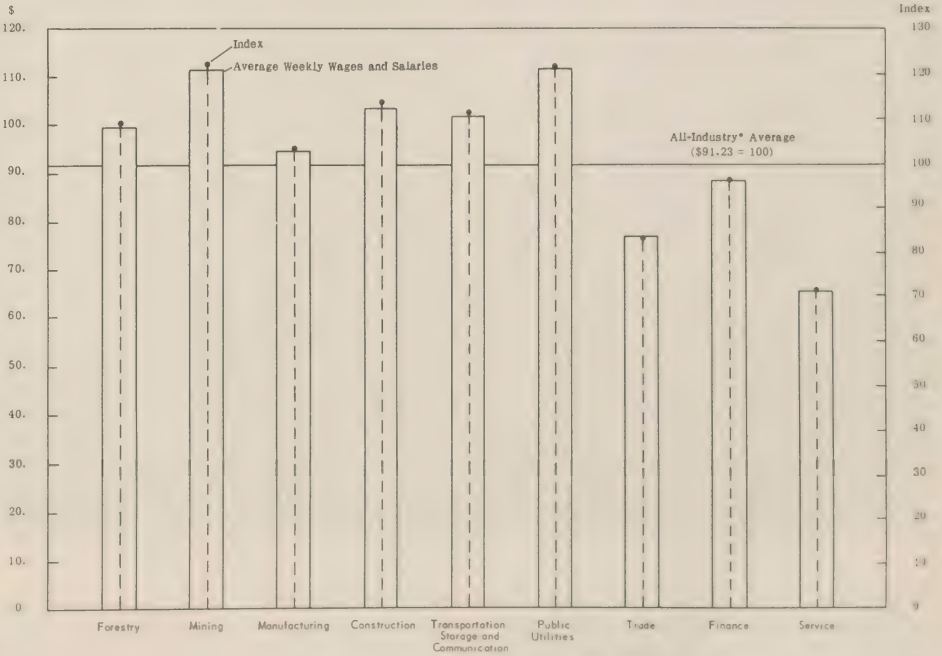
Wages, Production and Productivity, All Manufacturing, 1949 to 1966 (Indexes, 1949=100)*



*All indexes are by months, except the output per man-hour indexes, which are annual averages. The shaded areas denote recessions, and the letters P and T denote peaks and troughs in the short-term Canadian business cycle.

Chart 3

Weekly Wages and Salaries, Major Industries, 1965



*"All industry" means here a composite of the major industries covered; the chief industries excluded are fishing and trapping, and public administration and defence.

1949, above average in eight, and right on the line in one—chemical products. The 1949 data were lacking for one—miscellaneous manufacturing.

By 1965, two industries, tobacco products and non-metallic mineral products, had moved from a below-average to an above-average position; chemical products had moved from average to above average; and electrical apparatus had moved from above average to slightly below.

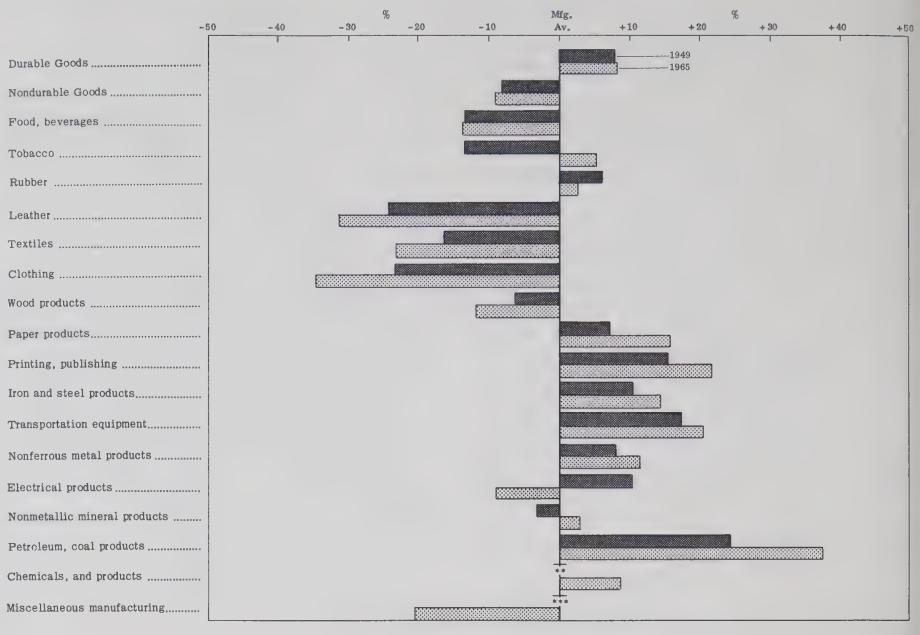
Four of the below-average industries, however, were even more below average by 1965; another, food and beverages, hardly changed. Six of the above-average industries showed a further advantage by 1965, as the wage and salary disparity between manufacturing industries became more pronounced.

The study also covers regional wage differences and the influence of employment distribution on them, skill differentials, professional and executive salaries, and negotiated wage increases.

The complete report of the study, which includes many more charts and tables than have been reproduced here, is available free from the Wages Research Division, Economics and Research Branch Canada Department of Labour, Ottawa.

Chart 4

Structure* of Hourly Wages, Manufacturing Industries, 1949 and 1965

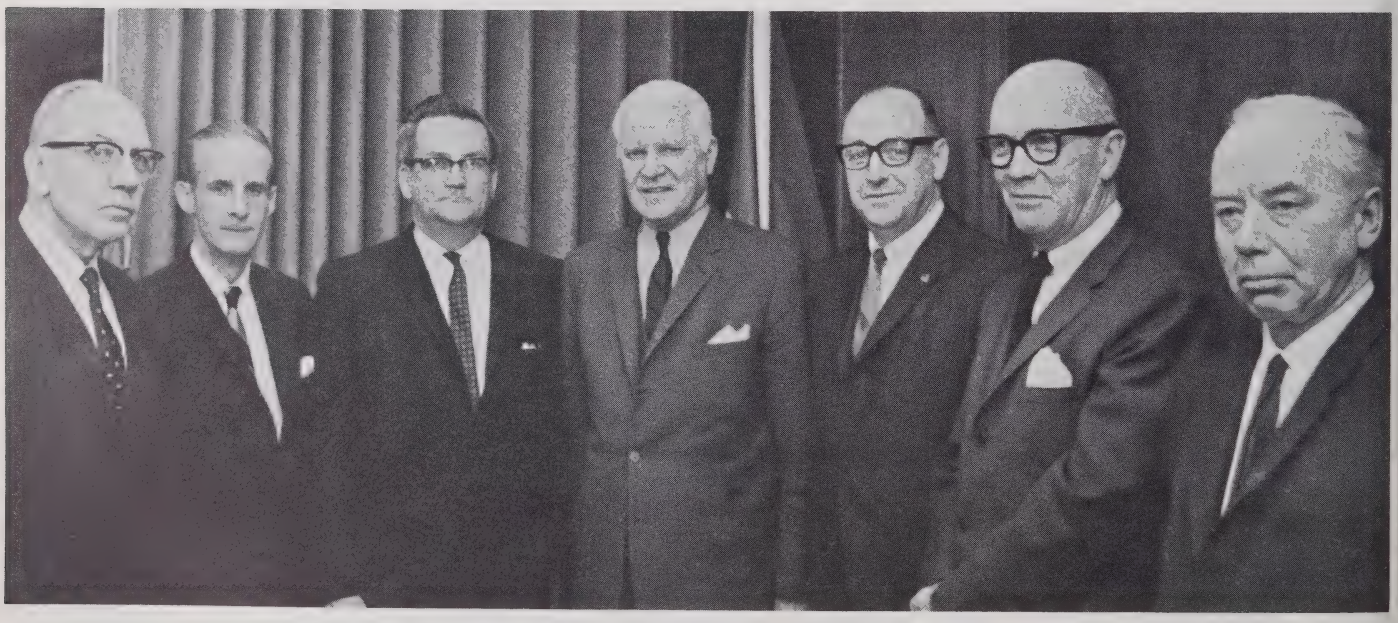


*The relation of average hourly earnings, in individual manufacturing industries, to the all-manufacturing average, expressed as percentage above or below that average; shown for 1949 and 1965.

**Chemical earnings in 1949 were the same as manufacturing.

***1949 data not available for this industry.

Two Centuries of Service



NFB photo

Almost two centuries of service were represented at a recent function held in the Sir Wilfrid Laurier Building in Ottawa honouring Department of Labour employees having 25 years or more of service. Hon. J. R. Nicholson presented pins to 134 employees. Flanking the Minister from left to right: J. U. Curtis, Economics and Research; P. R. Parent, Financial and Management Services; G. A. S. Clynick, Personnel Administration; the Minister; Gilbert Seguin, Labour-Management Consultation Branch; J. S. Gunn, Conciliation and Arbitration Branch; and C. V. Martin, Public Relations and Information Services.

Canadian Construction Association — 50th Annual Meeting

Highlight of the conference was the presentation by H. Carl Goldenberg, Q.C., of his report on the Canadian Inquiry on Construction Labour Relations. A.W. Purdy, Calgary, was named CCA President for 1968-69.

The 50th annual meeting of the Canadian Construction Association drew about 400 delegates representing more than 100 associate construction firms across Canada to celebrate the CCA's golden anniversary. The convention was held in January at Ottawa, where the Association was founded in 1918.

The main topic discussed at the convention was labour relations in the Canadian construction industry, and the use of long-term plans to achieve stable growth in the construction program.

Industrial relations specialist H. Carl Goldenberg, Q.C., opened the discussions by reading his report on the "Canadian Inquiry on Construction Labour Relations" below. In it, he and his steering committee made 20 recommendations to the CCA to promote stability in construction programs through job security for workers, and to urge governments and other parties to establish a Canadian system of appeals concerning jurisdictional disputes.

Dr. R. F. Legget, National Research Council, presented a report on business trends in the construction industry. Canada has the highest rate of construction per capita in the world, he said, and it is increasing.

The greatest increase of use of construction materials is in concrete, a tendency Dr. Legget attributed to innovations in the use of the precast variety. He predicted no basic changes in proportions of the use of building materials, and said that he did not foresee any breakthrough in technology. There will likely be, however, continued increased use of concrete, and continued trends toward the use of prefabricated materials in industrialized housing projects.

His cost-motion study of housing showed that 75 per cent of the cost of a house is spent on materials used in its construction, and 25 per cent on labour at the site.

Dr. Legget called for more attention to be paid to management problems in the construction industry, and to jurisdictional disputes.

On the subject of jurisdictional disputes, Abbé Gérard Dion, Laval University, remarked that the present type of union organization by crafts is surely one of the factors contributing to the spread of such disputes.

After 12 years, he pointed out, the Canadian Labour Congress still hasn't set up a building and construction trades department similar to the one within the AFL-CIO, which has the power to issue charters to local and regional councils.

"The prevention of jurisdictional disputes is basically a problem of education," Abbé Dion noted. He recommended that provincial and local building con-

Continued on page 206

Labour Relations in the Construction Industry

A report dealing with "The Canadian Inquiry on Construction Labour Relations" was the focal point of the 50th annual meeting of the Canadian Construction Association, held in Ottawa in January. The program outlined in the report was aimed at achieving more labour peace in the long-troubled construction industry.

The inquiry was the centennial project of the CCA, and took two years to complete, at an estimated cost of more than $100,000. H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, acted as chairman of a small steering committee, representing management and trade unions, to guide the studies. Professor John Crispo, Director, Centre for Industrial Relations, University of Toronto, was the Inquiry Research Director.

Provincial Labour Legislation

The report dealt with industrial relations problems created by irregularity of employment in the industry. Labour relations in the industry are affected by the diversity and instability of the construction market, Mr. Goldenberg said. Specialization, which is reflected in the organization of the work force by crafts, creates the need for an available pool of skilled labour. This is usually difficult to maintain because job opportunities vary a great deal, both seasonally and geographically, and there is a high turnover of workers as they move from job to job, he explained.

With these characteristics in mind, Mr. Goldenberg found that labour relations legislation of general application was not appropriate to the requirements of the construction industry.

The report stressed that special legislative and administrative provisions for the construction industry should be adopted in all provinces. Mr. Goldenberg pointed out that the Ontario Labour Relations Act contains a special section governing the construction industry. There is also a Construction Industry Division of the

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tractor associations and building and construction trade councils hold regular joint conferences.

"A study of a large number of cases where work stoppages resulted from jurisdictional disputes revealed that, quite often, the trouble started when the employer failed to make a work assignment, or did not make it in accordance with local practice. Local or regional contractor associations, which are or should be in constant touch with their memberships, can enlighten and educate them and even take action against those who do not co-operate. As a special service, they should inform and advise their members on work assignment problems. Larger firms should keep a file for each case in which they have been involved."

Industry-Wide Bargaining

The nature of the construction industry requires collective bargaining on an industry-wide basis with a multiplicity of employers and unions in each region, he told the delegates. The decree system of Quebec, which comprises a set of provisions that contribute to order while providing for an enforcement procedure, is useful in bringing the parties together to iron out their differences and misunderstandings regarding the division of work among various labour groups on a project.

The decree system is applicable to all employers and wage earners in a region; it defines trades; it qualifies tradesmen through issuance of competency cards; and it provides for joint committees to supervise its application, he said.

Abbé Dion concluded his talk by recommending that, because the construction industry falls mainly under the jurisdiction of the provinces, it would be necessary to establish his proposed joint commissions at the provincial level. The settlement of jurisdictional disputes should be made under private initiative, supported by legislation, and in a Canadian forum in order to obviate recourse to U.S. agencies.

Stable Growth

The topic, "How to Achieve Stable Growth in the Construction Program," was discussed by Dr. Arthur Smith, Chairman, Economic Council of Canada; Hon. G. J. McIlraith, Minister of Public Works; and A. B. Hockin, Assistant Deputy Minister of Finance.

Dr. Smith told the delegates that Canada has an unusually capital-intensive economy, so that the risks and dangers of large swings in construction activity may be greater and more dislocating than in many other industrial nations.

Therefore, a policy of creating the smooth growth of needed social capital spending by governments, especially in construction, should have compelling priority in creating a stable economy, he said. Dr. Smith emphasized that the priority should not be set aside easily, either through greatly accelerated government investment in times of buoyantly expanding government revenues or through substantial postponement of new investment projects in times of general constraint in government expenditures.

It is the Council's view that monetary and fiscal policies should be aimed toward the achievement of stable growth in total final demand over the medium-term future. "This implies that these policies should be formulated with greater attention to medium- and longer-term considerations and needs in the economy," he said.

Because housing responds quickly to government fiscal and monetary policies, it has come to be viewed as a major economic regulator. If Canada fails to make adequate progress in capital investment in the next year, Dr. Smith warned, it will face a small construction boom by 1969 and 1970, with disruptive effects on the economy.

Expenditure Planning

Mr. McIlraith emphasized that planning for administration of public expenditures must always, in the final analysis, be subject to the dictates of the elected representatives. He said that a plan is an aid to effective government, but "we cannot allow the planners to take over the function of governing."

The Minister described the five-year projections for departmental estimates that Treasury Board uses to set priorities for projects. He pointed out that the Department of Public Works, as the Government's agency responsible for construction of government facilities and programs, does not perform a control function over expenditures.

Nevertheless, he added, the Department must begin 20 or 30 years ahead to plan development programs. "This is why long-term planning at the highest level is necessary, not merely to stabilize programs over the years, but to enable us to estimate our future cost with a view to determining where we should expand and where we should contract our programs. It is, therefore, the overall program that has to be the lever in stabilizing the economy."

Fiscal Policy

Mr. Hockin explained to the meeting the impact of fiscal and monetary policy on the construction industry, which comprises 20 per cent of Canada's Gross National Product.

The objective of government policy is to achieve steady growth of the entire economy. The limitations on the ability to achieve this include external forces, such as supply in export markets, forces of technological or special developments, and forces of demographic changes.

He emphasized that, in the absence of appropriate fiscal and monetary policies, the impact of subsequent economic disturbances could well be infinitely worse than the impact effect of policy. In this regard, policies affecting the construction industry must be considered together with other sectors of the entire economy.

Panel Discussion

The third general session heard a panel discussion, which commented on the recommendations of the report presented by Mr. Goldenberg. The moderator was Dr. John Crispo, Director, Centre for Industrial Relations, Toronto University,

New President



MacKie Photo

A. W. Purdy

The chief officers of the CCA for 1968 were announced at the convention. The President is A. W. Purdy, Vice President, Western Canada Division, Canada Cement Co.

Immediate Past President is Peter D. Dalton, President of Dalton Engineering & Construction Co. Ltd. The two National Vice Presidents are Mark Stein, Magil Construction Ltd., representing the eastern wing of the CCA, and R. G. Saunders, Smith Bros. & Wilson Ltd., representing the west.

Honorary Secretary is Felix Guibert, Bedard-Girard Ltd.; and the Honorary Treasurer is G. R. Preston, Preston & Lieff Glass Ltd.

who is the Inquiry Research Director.

William Ladyman, international representative for the International Brotherhood of Electrical Workers, was critical of the recommendations concerning jurisdictional disputes. Jurisdiction of union groups in construction projects is not the basic problem, he said. These disputes come about as a result of the instability in the industry.

Labour and management parties must settle their differences and discipline their members. This cannot be done with legislation, he predicted. One national board, rather than 10 provincial boards, as recommended in the Goldenberg report, must evolve through the co-operation of labour and management, and not through legislation.

Unalterable Attitudes

Charles Rathgeb of Toronto, head of Canadian Comstock Company Ltd., told the delegates that contractors won't change their attitudes. They are too individualistic when it comes to collective bargaining negotiations, and often break ranks to make agreements with unions. On the labour side, traditional bargaining procedures have broken down because the men aren't necessarily without work when strikes ensue, he said. The result is that the contractors may be hit economically, but not the workers.

Mr. Rathgeb suggested that the representatives give the recommendation concerning the establishment of employers accreditation associations an honest try. He doubted that this scheme could be implemented without legislation.

Roger Belanger, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, insisted that the existing system of negotiations can handle the problems of jurisdictional disputes. The decree system in Quebec has proved its usefulness.

He objected, however, to multi-trade bargaining for all crafts in the construction industry, except for those with similar interests. He suggested that this could be handled through local boards, with appeal to the National Labour Relations Board.

President's Address

In his presidential address, Peter D. Dalton remarked, "There seems to be in the construction industry so many individualistic tendencies that many of its members appear to be unaware of the profound changes that are taking place and will continue to take place at an even greater pace." He stressed that the members of the CCA must work together with common principles and purposes, so that the whole may be stronger than the sum of its parts.

He called for:

- implementation of the recommendations of the Canadian Inquiry into Construction Labour Relations, headed by Mr. Goldenberg and Dr. Crispo;
- strengthening of all construction associations by methods that will ensure complete co-operation and communication at all levels;
- adequate financing of these associations so that continued and additional progress may be possible in all association activities directed toward improving the services to its members; and
- establishment of an "Industry Development Fund" to be directed toward exploring ways and means of improving the construction industry for the benefit of the general public.

Labour Relations in the Construction Industry

Continued from page 205

Ontario Labour Relations Board. Similar measures should be adopted in the other provinces, he said.

Construction labour relations fall primarily within the jurisdiction of the provinces, the report observed. Therefore, the construction industry should seek substantial uniformity in the basic provisions in the labour relations statutes under provincial jurisdiction.

Regulation of Demand

The provincial and federal Governments of Canada, being the largest customers of the construction industry, exert great influence upon the cyclical fluctuations of the market. The irregular rate of growth in the demand for the industry's products is an underlying cause of inflationary pressures during an economic upturn, the report observed.

Because of this, the Governments should seek to regulate the rate of growth in demands by co-ordinating and scheduling public construction expenditures on a long-range program.

An even rate of growth would ensure stability in the industry, Mr. Goldenberg said. Proper planning requires detailed statistical information. The Governments should undertake analysis of factual information concerning the construction industry in order to formulate long-range planning by maintaining adequate research facilities.

Technological Change

The inquiry investigated labour and management attitudes to technological progress and change. The report noted that most contractors have little or no responsibility toward workers who are seeking regular employment or income. Technological progress is often hampered when workers cling rigidly to trade and craft demarcation lines.

Advances in technology, then, will depend upon the industry's ability to innovate measures to protect the individual worker's employment and income opportunities while technological changes are being introduced. The report recommended that successful methods used in other industries to meet this challenge be studied and adapted to the construction industry. Suggested means of assistance included government manpower training and relocation programs.

Technological change can also lead to disputes between trade unions when workers seek to protect craft jurisdiction in the face of such change. Because of high job turnover and low job security, the unions try to seek more security for their members.

The inquiry investigated methods of voluntary adjustment of jurisdictional disputes. The United States National Labour Relations Board and the decree system in Quebec were studied.

Basing its findings on these models, the report made the following recommendations:

- labour and management should establish appropriate machinery in Canada for the settlement of jurisdictional disputes;
- other jurisdictions in Canada should follow the Ontario example by designating the provincial labour relations board as the ultimate authority for the determination of disputes when the parties fail to reach voluntary settlement;
- the building trades unions should give serious consideration to a Canadian counterpart of the AFL-CIO Building Trades Department in the U.S., which

could deal with the realignment of union forces, and merger of unions with overlapping jurisdictions;

• the construction industry should give serious consideration to the decree system under the Collective Agreement Act of Quebec as an efficient means for administering construction wage standards, encouraging multi-trade and zonal bargaining, eliminating exploitation of labour, and, by agreement on definition of trades, serving to eliminate jurisdictional disputes.

Multi-trade Negotiations

Collective bargaining between individual unions and associations of contractors on a trade-by-trade basis tends to be harmful to the industrial relations pattern in the country, the report said. This system leads to constant jockeying on the part of the individual unions for a better position in collective bargaining negotiations. The fear of union leaders of accepting early settlement when other unions are gaining more of their demands causes labour unrest.

The report noted that multi-trade negotiations remain confined for the most part to the basic trades, to small groups of unions in particular sectors of the industry, and to major projects. This situation continues in spite of evidence of improved relations that emerge wherever multi-trade bargaining is introduced.

The inquiry committee recommended that every effort be made by the parties in the construction industry to encourage multi-trade and multi-party bargaining. To this end, it proposed that consideration be given to a statutory provision for the certification of councils of trade unions on the basis of the wishes of the majority of the workers involved, so that their wishes would prevail over those of individual groups of tradesmen or the unions claiming jurisdiction over them.

Contractor Associations

The inquiry committee found that contractor associations have not generally proven to be the effective negotiating agent for their members that was envisaged when they accepted the responsibility. The committee suggested that, because the construction industry is one of the last refuges of the free-wheeling entrepreneur, individualism is still a marked characteristic of many contractors.

This individualism is desirable in some ways, Mr. Goldenberg agreed, but it also produces adverse effects. It may contribute to the absence of a feeling of any continuing obligation by many contractors towards their workers, with a resulting lack of loyalty that is costly to both; or it may lead many contractors to be equally neglectful of any commitment toward their trade as a whole or the industry in general.

The report recommended that serious consideration be given to statutory provision for a contractor accreditation scheme analagous to the existing union certification system, subject to a guarantee of freedom of entry to qualified applicants and to the establishment and administration of entrance qualifications by a duly constituted public body.

The inquiry commission added the proviso that it is essential to prevent anti-competitive practices. There must be effective protection against restrictive practices.

Arbitration and Conciliation

All collective agreements in the construction industry should provide for the final and binding settlement of grievances, without stoppage of work, the report recommended. This work would be performed by an arbitrator designated as sole arbitrator in the agreement for its duration, or one selected from a panel of arbitrators named in the agreement. The arbitrator would be required to make his award within five days of termination of the hearings, unless the period is extended with the consent of both parties. It was further recommended that, as in Ontario, arbitration awards should be enforceable directly as is a judgment or court order.

Delays involved in the compulsory conciliation procedures that still prevail in most jurisdictions are another cause of illegal strikes. The report recommended that:

• conciliation services be made available sufficiently far in advance of the termination of a collective agreement so that the agreement can be renegotiated, or so that the machinery of third party intervention can be exhausted by the date of the termination of the agreement;

• as a general rule, the services of a conciliation board be available only at the request of both parties; and

• the conciliation officer perform an accommodative function.

Cease-and-desist orders

Observing the experience of the Ontario Labour Relations Board, Mr. Goldenberg recommended that special provisions for labour relations legislation in each jurisdiction of the construction industry should confer certain powers on the labour relations boards. These changes would include power:

• to issue cease-and-desist and compliance orders in all cases of violation of, or failure to comply with, any provisions of the Act, or of any order, determination, direction or ruling made under the Act, and to order rectification of the acts or things complained of;

• to provide that, in case of failure to comply with such an order within a period fixed by the Board, the order should be filed in the office of the Supreme Court, whereupon it shall be entered in the same way as a judgment or order of the court and be enforceable as such;

• to provide appropriate penalties for failure to comply with such an order of the Board; and

• to have primary jurisdiction in the matter of unfair labour practices.

The report indicated that, if the boards are to exercise such powers properly, a clarification of the law of picketing is required. It recognized also that the present composition of the boards, with partisan representatives, may not be appropriate to the discharge of wider judicial responsibilities.

In conclusion, Mr. Goldenberg noted that there are important changes to be made in the industrial relations pattern of the industry. Because it is preferable for the parties to find their own solutions to many of the problems, he recommended that labour and management set up, on a permanent basis, a national joint council and regional or provincial joint councils for joint study of, and action on, essential improvements in the construction industrial relations system.

Final Report

The final report on the Canadian Inquiry on Construction Labour Relations has not yet been published, but is expected during next summer. The complete study will contain nine chapters on different aspects of the inquiry. These will include an analysis of the construction industrial relations systems, economic aspects, technological change in the industry, future manpower requirements in construction, training requirements and methods, protective standards legislation, the relationships between labour relations acts and construction, the building trades unions and jurisdictional disputes, and a study of contractor associations.

Contributors to the final report are: Prof. John H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto; Frank Wildgen, Economic Council of Canada; Dr. R. F. Legget, Director, Division of Building Research, National Research Council; F. D. Upex, Research Branch, Department of Manpower and Immigration; Dr. Ross Ford; Father Gérard Hébert, S. J., University of Montreal; Prof. A. W. R. Carrothers, Dean, Faculty of Law, University of Western Ontario; Father Gérard Dion, Laval University; and Prof. Harry Arthurs, Osgoode Hall Law School.

Outside Intervention

vs. Settlement by Parties

If the will to reach a settlement is lacking in the minds of the parties to a labour dispute, there is no law compatible with our society's accepted standards that will bring about a satisfactory solution, Hon. John R. Nicholson, Minister of Labour, said in addressing the University of Western Ontario Law Forum in London, Ont., recently.

Work stoppages can be, and have been terminated by outside intervention on the condition that the terms of settlement were to be decided later, "but the most effective, the only satisfactory solution is the one agreed upon by the parties themselves," the Minister said.

The federal Government's legislation on labour disputes, he contended, has been based on truly democratic principles. These include: the encouragement of *bona fide* collective bargaining between labour and management; the negotiation and settlement of disputes by the parties themselves, if possible; freedom to engage in a strike or a lockout, if agreement cannot be reached; and intervention by government, which may entail legislation, only when necessary in the public interest.

These principles aim to encourage initiative, self-reliance and reasonableness on the part of both labour and management, with mediation or other action being used only as a last resort. But when disputes "approach the critical stage," especially disputes that would cause injury to the economy or the public if a stoppage occurred, "the role of the Minister of Labour becomes less formal and much more personal."

The Minister may intervene personally as a mediator. In any case, he "brings the whole weight of his office to bear in really serious disputes," to induce the parties to agree on terms of settlement, or at least on a procedure by means of which agreement can be arrived at.

"Other stronger measures may be needed on occasion, especially when the public interest is directly affected. Clearly there are certain groups in our society that cannot be allowed to strike or remain on strike for any appreciable period of time. For instance, it is generally accepted, I think, that the armed forces, police or other such security agencies should not strike or be permitted to do so. If this is so, then they must have some kind of guarantee to safeguard themselves against unfair imposition. What form should this guarantee take?"

The Minister went on to speak of the difficulty of deciding where to draw the line, what industries should be considered essential, and how employees in those industries where strikes were not allowed were to be dealt with. Referring to the function of conciliation boards, he said that this was one of the matters in which he hoped to gain help from "the wisdom of the Special Labour Task Force" (L.G. 1966, p. 631).

Mr. Nicholson said that, because "a whole new range of puzzling problems" was arising in industrial relations, he foresaw a new role for his Department. Since the very existence of the Department's Conciliation and Arbitration Branch presupposed "a possible breakdown in collective bargaining," he would regard it as a great achievement if a Minister of Labour could render this part of the Department unnecessary. The aim should be to forestali trouble. "We should become fire prevention officers, not firefighters." The Labour-Management Consultation Program of the Department was an important step in this direction, the Minister said.

Another important part of the work of the Department was economic research, he continued. With the help of increased staff, "We will seek to prepare, in advance, detailed statistical information on a particular problem or industry. Naturally, this material will be available to all interested parties, and the objectively prepared data should alone clear away many misunderstandings and diminish the areas in dispute. . . .

"This approach may well open a new era in industrial relations in Canada. Yet I wish to stress that government's role will not thereby have been changed. There will not be government intervention, but government initiative to focus the attention of labour and management upon the new problem areas. . . ."

Referring again to the Special Labour Task Force, Mr. Nicholson said that its complete report should be in the Government's hands by December this year, and the Government intended to make full use of its findings "in the development of an industrial relations philosophy and *modus operandi* better suited to the new realities of the 70s and onwards."

Canadian Labour Congress

Government policies are favouring "the rich and powerful," failing to meet the needs of the people, reducing consumer power, and spreading unemployment, the CLC asserted in its annual brief.

The Canadian Labour Congress attacked government policies as favouring "the rich and powerful" and failing to meet the needs of the people. The 1,500,000-member labour group, in its annual meeting with the Prime Minister and members of his Cabinet, presented a memorandum containing several recommendations in areas in which it considered that action was needed.

The brief was presented to the Cabinet on February 13 by Donald MacDonald, Secretary-Treasurer and acting President of the CLC. Claude Jodoin, President of the Congress, was not present because of illness (L. G., Nov. 1967, p. 688). About 400 union representatives attended the presentation of the memorandum.

The CLC commented that it was the nature of such presentations that it should be critical of government policies, but it added, "We cannot easily recall a situation like the present where the Government has in so short a period made so many decisions which evidence a propensity to satisfy the wishes of the rich and the powerful."

The Government "has introduced a budget which can only have the result of reducing consumer power and thereby leading to a spread of unemployment," the brief contended. "It has compounded the mistake of a deflationary budget by cutting back government programs, which will inevitably lead to an increase in the number of the unemployed. At a time and in an age when government involvement in promoting economic growth is not only indispensable, but taken for granted, your government appears to withdraw from such intervention and to take only those negative actions which are bound to blunt growth and entrench an unsatisfactory status quo."

The CLC said that economic growth has lagged seriously and there has been a disturbing increase in unemployment. Advisability of the introduction of the November tax increase as a deflationary measure was questioned, and the Government was criticized for its apparent intention not to implement the recommendations of the Carter Report on taxation (L. G. June 1967, p. 349).

Economic Situation

The Congress described the economic outlook for 1968 as "not particularly rosy," and it took issue with many of the economic policies of the Government.

The CLC criticized the Government's policy in various ways, contending that:

- it has dampened even further the lagging growth rate of the economy.
- the recent tax increases will serve to aggravate, rather than to ameliorate, the already unsettling cost and price pressures on the economy.
- the country's taxation system should be drastically reformed, as recommended in the Carter Report on taxation.
- private investment will almost certainly fail to grow at a pace sufficient to generate the additional 240,000 jobs that the Economic Council of Canada says are required annually to absorb the growing labour force.
- the Government should increase expenditures in the public sector to take up the slack in employment, rather than aggravate the situation by restrictive action.
- the Government should immediately implement corrective expansionary policies to avert the expected levelling off in our rate of economic growth and concomitant rise in unemployment.

Atlantic Development

The brief proposed that the Government establish a special agency or department to deal with the economic problems of the Atlantic provinces. It drew particular attention to the situation confronting the eastern provinces as a result of the threatened Dosco shutdown, railway layoffs, CNR plans to abandon Newfoundland rail service, and government cutbacks, including delay in construction of the Northumberland Causeway connecting Prince Edward Island with the mainland.

It was pointed out that per capita income in the Atlantic provinces is 25 to 30 per cent lower than the national average, and unemployment rates are consistently higher.

The memorandum said: "The people of the Atlantic region have every right to their fair share of this country's economic wealth but, in our view, present programs and policies are inadequate to ensure that such a highly desirable state of affairs will ever be realized."

The CLC called for a massive program of co-ordinated and comprehensively planned regional economic development to overcome the economic problems of the four Atlantic provinces.

Housing

The Government must become the major lender for housing if current needs are to be met, the CLC said. Mr. MacDonald mentioned that union representatives are presently conducting a campaign directing attention to housing needs.

The memorandum forecast that final figures for 1967 would fall far short of the 190,000 units considered by the Economic Council to be necessary. A massive investment was needed in both private and public housing.

The CLC called for an end to the recent slow-down and actual decline in housing activity and attendant tight credit condi-

tions. "If housing is to be regarded by private financial institutions as an attractive investment field only when conditions are poor in other areas, then its development cannot be left in their hands. . . . The only beneficiaries of the recent raising of interest rates are private financial institutions," the brief charged.

"Only those earning in excess of $7,500 a year can now qualify for the maximum NHA loan of $18,000, and it is doubtful if adequate housing at a cost much less than this can be found in urban areas," the CLC said. "In effect, the average Canadian wage earner has been priced out of the current housing market. . . . Further increases in the interest rate or even a slight decline will do little to aid them." The memorandum recommended that the federal Government enter the field as the primary lender at rates substantially below the present market level.

In addition, it recommended that the 11 per cent sales tax on building materials should be removed.

Social Legislation

Despite major advances, some obvious gaps remain in the structure of Canadian social legislation, the memorandum pointed out. The brief called special attention to cash sickness benefits and—in view of the increasing number of working women—maternity benefits.

Top priority should be given to medicare, the CLC said, and it criticized Finance Minister Sharp's "dire predictions" about the effects of the implementation of medicare on the economy. "We feel that this was a breach of faith with the Canadian people. In planning for the Medical Care Act (L. G., March 1967, p. 166), your Government undoubtedly made assumptions as to costs. It cannot now retreat on the grounds that unforeseeable cost factors have emerged."

Mr. MacDonald drew attention to some defects that he said were already appearing in the Canada Pension Plan, although it has been in effect for only three years (L. G., 1965, p. 402).

"One of these is the arbitrary maximum of 2 per cent which may be applied in any year to increase the rates of benefit and the year's maximum pensionable earnings," the CLC said. "During the last year, the Consumer Price Index rose by 3.5 per cent but only 2 per cent could be applied to the Pension Index.

"The other problem which has arisen is the $5,000 ceiling itself ($5,100 for the year 1968). While this figure may have seemed sufficient when the Canada Pension Plan was being drafted, the rise in wage levels since then has made it less realistic for purposes of contributions and pension benefit levels. If wages and salaries continue to rise as they have in recent years, so many workers may earn beyond the $5,000 level that the maximum benefit of $1,250 a year, as at first envisaged, may well become a flat rate benefit instead. The 25 per cent ratio would then become a fiction in large measure."

Labour Legislation

Legislation now before Parliament to amend the Industrial Relations and Disputes Investigation Act (L. G., Feb., p. 73) was one of the major points of contention. The CLC termed the proposed amendments "one of the most blatant expressions of political partisanship which we have observed."

Timing of Bill C-186 was questioned on the grounds that the government presently has a task force examining the whole area of labour-management relations (L. G., Feb., p. 70). The brief asserted that the government, by introducing the amendments, was trying to anticipate the findings of the Task Force on Labour Relations.

The brief continued: "Bill C-186 is nothing less than a concession to the Confederation of National Trade Unions. It is an answer to the request by that organization to enjoy special privileges and advantages, which neither its number nor its status can justify. Because the bill is a political expendient to appease the CNTU, it is an affront to whatever is positive and constructive about the Industrial Relations and Disputes Investigation Act. The bill, and the reasons given in support of it, impugn the integrity of the members of the Canada Labour Relations Board. It creates a wholly false impression of the operation of the Act itself and of the burden of work which the board must carry. It deceives the public as to the way in which the board has exercised its functions and its probity in so doing. It is bad legislation because it is erroneous in its conception and irresponsible in its purpose."

The CLC said that it had always supported the principle of equal language rights before the board, and that one of its two nominees is French-speaking. If there were problems, they could easily be resolved by filling some already existing posts with bilingual people.

"The possibility of fragmentation of national bargaining units represents a very real menace to the orderly relationships that exist in various industries coming under the federal jurisdiction." It threatens to establish regional patterns of collective bargaining where country-wide bargaining has become the rule, and thus to undermine the patterns of collective bargaining that have been established, the memorandum warned.

The changes in collective bargaining certification by the CLRB could hinder industrial peace by leading to an increased number of industrial disputes, because there would be more bargaining agents and more opportunities for conflict. They could also hamper mobility of workers, Mr. MacDonald said.

Later, in discussing the government's reply, Mr. MacDonald re-emphasized his concern for, and criticism of, Bill C-186. "I say to you in all seriousness that there has never been such a threat to industrial peace in this country as that contained in this piece of legislation."

International Affairs

Adoption of a more clear-cut and forceful position with regard to Vietnam and increased aid to economically underdeveloped countries were additional recommendations urged.

In the memorandum, the CLC said:

"Your Government should speak up more clearly and more forcefully on Vietnam. You should continue to urge the Government of the United States to take greater chances in the pursuit of peace. All bombing should cease immediately and unconditionally, in the hope that such action would enhance reciprocal steps by the Government of North Vietnam in the direction of peace talks."

Pointing out that the plight of the people in the economically underdeveloped parts of the world was becoming increasingly worse, the CLC advanced a six-point program:

- spend at least 1 per cent of the Gross National Product for external aid and development;
- explore all possible avenues of granting special tariff and other trade concessions on finished products and raw materials from new countries;
- support, through participation in international agencies, legitimate and reasonable requests of poorer countries for easier trade, fiscal, and credit facilities;
- increase allocations for Canada's Soft Loan Assistance Program;
- expand facilities, in Canada and abroad, for the training of qualified manpower from the developing countries; and
- conclude agreements with the specialized agencies of the United Nations for joint technical assistance projects.

Hours of Work

The brief was sharply critical of certain measures connected with the application of the Canada Labour (Standards) Code (L. G. 1964, p. 1058).

The Canadian Labour Congress told the Government that unwarranted delays are being experienced in some areas in

the implementation of federal legislation covering hours of work.

Mr. MacDonald remarked that deferments allowed by the Government extended in one case to three and a half years after the Act came into force. Unwillingness to enforce the Act was a major cause of the shipping strike last summer, he charged. Two commissions had been appointed to investigate deferments; and, in the case of Newfoundland shipping, provisions of the Code would not be finally implemented until 1974—eight and a half years after the Act came into force.

Bilingualism and Biculturalism

The CLC brief was in accord with the recommendations made in the first report of the Royal Commission on Bilingualism and Biculturalism.

The CLC asked for action to eliminate "those differences in economic opportunity and in living standards which have created a chasm between English and French-speaking Canada, a chasm which it is essential to bridge if Canada is, in fact, to remain a single political entity."

Broadcasting

The brief criticized the failure of the CBC and private broadcasters to make more effective use of Canadian talent in radio and television. Action was asked for to strengthen and expand the CBC's international service.

Educational television should be treated as something more than a stepchild of the broadcasting industry and should be woven into the texture of broadcasting generally, the brief suggested. It opposed the restriction of ETV to the UHF band only, but recommended that ETV be made available to everyone.

Civil Service Pensions

The problem of retired public servants living on inadequate pensions, was a further subject of the memorandum. The labour organization entered a strong plea for government action to provide relief for them.

"Many of these retired government employees are now living on pensions whose purchasing power has been seriously eroded as a result of changes in the cost of living," the CLC said.

"For those who are fortunate in having a long life span, retirement may mean the progressive reduction in real income, and a consequent deterioration in living standards. This is likely to be true even for those whose life span is shorter."

The final words of the memorandum were a farewell to Prime Minister Pearson. It told him, "You have devoted many years in the interests of the Canadian people and we would be remiss if we did not express this public tribute to you for the contribution which you have made not only to the well-being of Canada but of the whole world."

The Government's Reply

In replying to the CLC memorandum, the Prime Minister, Rt. Hon. Lester B. Pearson, took exception to suggestions in the brief that the Government should stimulate the economy. Mr. Pearson said that the Canadian economy was still operating close to full capacity by the accumulation of large deficits. It would not be a right policy to stimulate the economy at this time, because this would mean incurring further deficits and raising taxes, he said.

The Prime Minister gave warning that rising prices and rising costs, without a corresponding rise in productivity, were a threat to the country's economy. Hence, the Government's policies must be framed to bring about a steady and sustainable expansion, with maximum employment.

Hon. Mitchell Sharp

Canada is dependent upon capital from abroad for expansion, said Hon. Mitchell Sharp, Minister of Finance; therefore, Canadian monetary and fiscal policies must be very flexible.

Mr. Sharp's main budget last year planned for a moderate deficit. Taxes were reduced and steps were taken to stimulate the economy, the Minister of Finance explained. At that time, interest rates were on their way down, but about the middle of 1967 they started up again.

"Canadian costs have continued to rise. Moreover, the expenditures of provincial and municipal governments continue to rise even more quickly than those of the federal Government. So we had to make a change of direction at that time—to reduce demands on the capital market, and to borrow less money." For next year, Mr. Sharp explained, last November's supplementary budget has moved from a moderate deficit to a balanced budget.

On the subject of incomes policy (L.G., Jan., p. 10) Mr. Sharp dismissed any suggestion for importing "wage guidelines" from abroad.

Hon. Bryce Mackasey

In the absence in India of the Minister of Labour, (see page 200), Hon. Bryce Mackasey, Acting Minister of Labour, replied to the CLC memorandum.

The problem of an Adjustment Assistance Program, related to the Kennedy Round, is being carefully studied and considered by officials of the Department of Labour, Mr. Mackasey said. Within the framework of the present program, which applies to auto workers, the Transitional Assistance Benefits program (L.G., March 1967, p. 164) has paid out more than $732,000, from its inception to the end of December 1967.

With regard to the Canada Labour (Standards) Code, Mr. Mackasey pointed out that it was in full effect in the telephone industry, and in radio and television, uranium mining, power and feed mills, grain elevators, banks, longshore operations, airlines, and coach and bus lines. He noted that since the introduction of the minimum wage of $1.25 an hour in these industries, eight provinces had raised the minimum wage rate in their jurisdictions.

The shipping industry on the Great Lakes and the St. Lawrence River, in consultation with the Department of Labour, had reached a practical solution by which the hours-of-work provisions of the Code would be fully in effect by the end of the year, he said. This left only two groups of workers concerning which action regarding hours of work was still pending—those in the railway and trucking industries.

Hon. Paul Martin

The Secretary of State for External Affairs, Hon. Paul Martin, spoke about recent stands that Canada had taken in the realm of foreign affairs. He commented briefly on the Vietnam and Rhodesian situations, saying that Canada was attempting to bring about a cessation of hostilities in both areas.

The Minister announced that Canada would be increasing its contributions in the external aid program to 1 per cent of the Gross National Product by 1970.

Hon. Jean Marchand

Hon. Jean Marchand, Minister of Manpower and Immigration, commented briefly on the controversial Bill C-186.

The rights of persons in all sectors of society have greater priority than those of institutions, Mr. Marchand said. This includes the right of freedom of association and the right to choose which union body will represent a worker.

The question of equality of representation between the CLC and the CNTU was a false issue, he said. Equality was not contemplated in Bill C-186, and no one in the Cabinet had raised the question. Hence, it was useless to confuse the matter with this kind of argument, he said.

Canadian Railway Labour Executives' Association

The changes proposed in Bill C-186 for the Industrial Relations and Disputes Investigation Act and the Canada Labour Relations Board dominated the Association's submission in February.

Unalterable opposition to Bill C-186 was expressed by the Canadian Railway Labour Executives' Association in its annual brief to the federal Cabinet, presented on February 13. The Association went on to declare its conviction that "the Bill was introduced as a result of political pressure representing the interests of the Confederation of National Trade Unions, a Quebec-based and Quebec-oriented union which has been seeking the fragmentation of national bargaining units."

The changes in the Industrial Relations and Disputes Investigation Act provided for in the Bill had not been asked for by the Canada Labour Relations Board, by management or by any part of organized labour except the CNTU, the brief contended. The Board already had the power to establish bargaining units as it saw fit, and it could easily be seen that the only alternative to its consistent refusal to "fragmentize" national bargaining units would be "complete chaos in industrial relations in an industry such as the railways."

The suggestion that the establishment of panels of the CLRB, provided for in the Bill, would lighten the Board's workload was ridiculous, the brief said, because the Board sat only two or three days a month. On the contrary, if the Bill became law, the work of the Board would inevitably increase.

Dissatisfaction and Controversy

The establishment of an Appeals Board would expose the decisions of the Board, or one of its panels, to appeal to persons appointed by the Government who represented neither management nor labour, but who would have the power to overrule decisions made by a representative board composed of experienced management and labour persons. "To us it will inevitably create unheard of dissatisfaction and controversy," the Association said.

Fragmentation of national bargaining units in the railway industry would seriously threaten established national wage and living standards that had helped to reduce regional disparities. It would also disrupt seniority districts.

Seniority rules contributed to make the railway work force perhaps more mobile than that of any other industry. The result of the changes introduced by the Bill would be that "mobility would be restricted, seniority rules changed; but even worse, all the working conditions and pay structure would be completely distorted. Arrangements would have to be made to change train crews at those locations where the jurisdiction ended for one union and began for another."

Chaos and Turmoil

Breaking up of national bargaining units would lead to an increase in the number of strikes, the Association predicted.

The brief reminded the Government that the Task Force it had appointed (L. G. 1966, p. 631; March, 1967, p. 169) was engaged in an intensive study of labour relations, and it contended that the introduction of Bill C-186 was premature, at the very least, since it cut "right across the very matters that are being studied by the Task Force, and could conceivably prejudice its work."

If the Government persisted in putting Bill C-186 through Parliament, it would have "to accept full responsibility for the chaos and turmoil that will be the inevitable result," the brief said.

On the subject of industrial relations in the railway industry, the Association said it appeared that the report of the Task Force would not be forthcoming until late this year. This would mean that it would be well into 1969 before amendments to labour legislation would be considered. "In view of this, and in view of the fact that many collective agreements in the railway industry will be subject to notice for revision late in 1968, we feel compelled to urge your Government and its Task Force on Labour Relations to act now." The Task Force should consider "bringing down a report at an early date so that existing labour relations legislation may be amended along the lines we propose, prior to the opening of the next round of railway negotiations."

Association Recommendations

Regarding the question of injunctions in labour disputes, the Association recommended that:

- injunctions should not be granted *ex parte* "in circumstances in which notice could and should be given to the party against whom an injunction is being sought;"
- such injunctions should not be granted on affidavit evidence, but only when the parties to a motion for an injunction, and any witnesses they produce, can be examined and cross-examined.

The brief further urged that:

- railway workers should not be compelled to cross picket lines at strike-bound plants and industries while operating a train;
- the Government should see to it that health and sanitation standards equal to those required by the Canada Labour (Safety) Code are provided for all railway employees;
- succession duty be levied over the number of years used for the purpose of

computation, and the basic exemption should be increased;

- manual or automatic signal protection devices be installed at all level crossings that are known to be hazardous; and to this end, the federal Government should consider increasing the yearly grants to the Railway Grade Crossing Fund;
- the Criminal Code of Canada should be amended to make lotteries legal if they are controlled and operated by governments;
- the recommendation of the St. Lawrence Seaway Authority, that there should be a 10-per-cent increase in tolls on the Montreal-Lake Ontario section of the St. Lawrence Seaway, should be put into effect;
- the Canadian Transport Commission should be given wider powers and should be made responsible for determining the true impact of Seaway tolls on the cost of moving Seaway traffic, to the end that all modes of transport shall be able to compete under conditions in which "each bears a fair proportion of the real cost of resources, facilities and services provided at public expense;"
- the Government to "require industry to give at least one year's notice of closure of plant operation, and at least six months notice to the individual workman and his union of the probable date of changes due to automation or technological innovations that would have adverse consequences."

Medicare

The Association supported the Government's decision to put a national medical care plan into effect on July 1, 1968, and rejected the view that such a plan would contribute to inflation.

The Association said that it was strongly in favour of the basic principles enunciated in the report of the Carter Royal Commission on Taxation, and it supported the position taken by the Canadian Labour Congress. In particular, it agreed with the view that the tax system should be used as an instrument of fiscal policy. It also agreed with the Commission in assigning a higher priority to the objective of equity in taxation than to all other objectives.

The Government's Reply

In replying to the Association's brief, Prime Minister Pearson expressed sympathy with the protest against the practice of levying succession duty on the commuted value of a pension due to a widow or a widower. He agreed that "some pretty awful" situations arose, and he said that the Department of Finance was studying changes in the succession duty law.

Hon. Bryce Mackasey, acting Minister of Labour, denied that Bill C-186 would promote the breakup of national bargaining units on the railways. He said that, in the opinion of lawyers of the Labour and Justice Departments, the bill would not change the powers of the CLRB in this matter. It did not instruct the Board to carve up national units, "and it is not the intent of the bill to do so," he told the delegation.

Confederation of National Trade Unions

The Confederation of National Trade Unions came before the federal Cabinet this year to underline its satisfaction with certain Government policies and also to express its concern about situations that it believed were deteriorating.

It claimed to be satisfied with the labour legislation contained in Bill C-186 because it leaves the individual free to join the union of his choice.

Turning to economic prospects, the CNTU said that it did not yet see the poor moving out of their state of poverty. The Confederation reminded the Cabinet also of those recommendations of the Carter Commission (L. G., June 1967, p. 349) which called for the integration of personal income taxes and corporation taxes, and the taxation of capital gains.

Unemployment Insurance

The CNTU commended the measures that will be taken to increase unemployment insurance contributions from employers, and to bring a greater number of workers under coverage of the Act by raising the earnings ceiling of those to be insured.

The Confederation pointed out, however, what were, in its judgment, the weaknesses of the economy in such industries as construction, textiles, shipyards and merchant marine. It mentioned specifically the situation in the Port of Montreal, and expressed the hope that steps would be taken to ensure uninterrupted shipping operations throughout the year.

Completing its economic recommendations, the CNTU made a further suggestion which, if adopted, would place all air transport companies under the control of the Government.

The Government's Reply

Replying to the brief, Prime Minister Pearson stated that he was less pessimistic about the poverty problem than the Confederation, and he cited the social measures adopted by his Government to relieve and assist the less fortunate Canadian citizens.

As for the economic recommendations of the CNTU, the Prime Minister pointed out that it was advisable, for the time being, to check the inflationary trends of our economy in order to maintain our competitive position on the international market, rather than to stimulate an industry that is already producing at almost full capacity.

In his opinion, the effects of this stimulation would be more harmful than beneficial.

Mr. Pearson re-assured the CNTU concerning Bill C-186, stating that it was still the Government's intention to have this Act passed by Parliament in spite of rumours to the contrary.

Cabinet Ministers Bryce Mackasey, Jean Marchand, Mitchell Sharp and Paul Martin each made appropriate comments on those parts of the CNTU brief that particularly concerned them. Mr. Martin, in particular, repeated to the CNTU officials, in reply to their requests and opinions, that, as a sovereign nation, Canada alone conceived, decided upon and implemented its foreign policy.

As for the present world situation, Mr. Martin recalled the positions taken by Canada concerning Vietnam, China and the Middle East crisis. In his opinion, the interests of Canada and of world peace have always been best served by the decisions of the Government.

ILO Report:

The Workers of the World in 1967

The place of workers in the world in 1967 was characterized by a growth of unemployment, and by insufficiency of progress in countries in the process of development. These are conclusions drawn from statistics gathered by the International Labour Office.

In most industrialized countries, the slackening of economic expansion or the extreme slowness of recovery were translated into a drop in employment and a rise in unemployment.

Information received from developing countries testifies that the situation is not improving. The growing excess of manpower is far from being absorbed.

The increase in hourly wages was, in general, enough to compensate for the shortening of work duration, and the rise in consumer prices.

Employment

The decline in employment, which began toward the close of 1966 in several countries, spread during 1967 into about half of those for which figures are available. In several countries, however, a rise of employment continued, although generally at a slower rate than in preceding years.

Employment in manufacturing industries declined in 15 of 27 countries for which statistics are available. The list included several countries where the general level of employment went up, as in Canada and the United States.

In Canada, where the number of employees in the manufacturing industries had increased by about 5 per cent during each of the three preceding years, employment dropped slightly between August and December 1966. Despite a slight climb after June 1967, the level at August was slightly below that of August 1966.

Agriculture and mining, notably coal mining, continued as in past years to lose their manpower in the majority of industrialized countries. Data for which statistics are available on the general level of employment cover only 12 countries. They show that, because of the movement of the work force, this general level has been lowered less than in the manufacturing industries. In seven observed countries, the general level of employment went up: in Poland, the total number of employed persons rose by 3 per cent, in the United States by 2 per cent, and in Canada, Italy, Japan, Norway and Puerto Rico, by less than 2 per cent.

Unemployment

Unemployment, which was increasing in several countries toward the end of 1966 continued to rise. During the last 12 months, it rose in more than 30 countries. The number of unemployed persons rose noticeably—and sometimes strongly—in all industrialized countries except Italy.

Particularly strong rises were seen in the Federal Republic of Germany, Denmark, Finland, Luxembourg and New Zealand, countries where the number of persons without work more than doubled. Belgium, France, Greece, Norway, The Netherlands and Sweden realized an unemployment increase of over 30 per cent.

In general, young people, women and aged persons were the most strongly affected.

Consumer Prices

The rise in consumer prices has occurred in all parts of the world, but often at a slower rate than in preceding years. In 16 of the 100 countries studied, consumer prices fell in relation to the level of the 12 preceding months, In one country out of five, however, the rate of increase went up because of a rise in the cost of transportation, rents and services. This was especially true in industrialized countries.

Consumer prices increased by 10 per cent or more in six countries that have suffered from a more or less strong inflation for the past five years: Argentina, Brazil, Chile, Congo (Kinshasa), Indonesia and Uruguay. Denmark, India, Nigeria, Peru, Sudan, Surinam, Turkey and South Vietnam also experienced consumer price increases of more than 10 per cent. Rises varying between 5 and 10 per cent were observed in 16 countries in all parts of the world.

In 31 countries and territories, including Canada, prices went up by between 3 and 5 per cent. Twenty-seven countries, including the Federal Republic of Germany, the United States, the United Kingdom and Czechoslovakia, registered a rise of between 1 and 3 per cent.

Finally, consumer prices dropped in 16 countries. In most of the cases, the drop was weak, often less than 1 per cent. The most substantial declines were noted in Ghana (8 per cent) and in Nigeria (7 per cent).

Money Wages and Real Wages

Fewer than 30 countries published statistical information on wages, and the data provided were mostly limited to manufacturing industries, and covered the first half of the year only.

In all these countries, hourly money wages increased, those for women somewhat more so than those for men. Under the influence of the reduction in hours of work, weekly wages went up more slowly than did hourly wages.

The rise in money wages, as in preceding years, varied greatly from one country to another—from 2 per cent in Ceylon to 24 per cent in South Korea. In the aggregate, however, it slowed down.

Money wages increased by more than 10 per cent in Colombia, South Korea, Denmark, Sweden and Yugoslavia. The rise ranged between 5 per cent and 10 per cent in 15 countries including Canada. Increases of between 2 per cent and 5 per cent were noted in Austria, Ceylon, Hungary and the United States.

In all the countries for which there are statistics, the rise in consumer prices absorbed a part, often very large, of the money wage rise.

The real wage increases varied between 3 per cent and 5 per cent, in nine countries. Real wages of manufacturing industry workers went up by less than 3 per cent during the past twelve months in Canada, Colombia, Finland and New Zealand.

Most of the information provided here is available in the *1967 Year Book of Labour Statistics*, published by the ILO. Now in its 27th edition, it presents a summary of all the principal statistics relating to labour in all parts of the world. The data were derived from communications received by the ILO and from official publications. The detailed statistics contained in the *Year Book* relate to more than 170 countries and territories. The tables cover data on total and economically active population, employment, unemployment, hours of work, labour productivity, wages, consumer price indexes, family budget studies, industrial accidents and industrial disputes.

The book is available in Canada through the Canada Branch, International Labour Office, 178 Queen Street, Ottawa. The price is: paperbound, $10, or clothbound, $12.

Employment Fatalities in Canada

Fourth Quarter, 1967

The employment fatalities covered in this review affected persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department has received reports on 181 employment fatalities that occurred in Canada during the fourth quarter of 1967. During the previous quarter, 320 fatalities were recorded. This is 81 more than the previously published total of 239 (L. G., Jan. 1968, p. 31). In the fourth quarter of last year, 307 were recorded—90 more than the preliminary figure of 217 (L. G., April 1967, p. 239).

During the quarter, two multifatality accidents brought death to seven workmen. Four coal miners died when their company truck collided with a parked truck near Harwood Ridge, N.B., and three members of a survey party drowned when their dory was punctured by ice and sank on Sandy Lake in Newfoundland.

Three industry divisions accounted for 53.5 per cent of the total number of fatalities.* Of the total, 35 fatalities occurred in construction and 31 in both manufacturing and transportation. The remaining 46.5 per cent were distributed in the other industry divisions as follows: mining, 14.9 per cent; forestry, 13.3 per cent; trade, 7.2 per cent; service, 4.4 per cent; agriculture, 3.3 per cent; public administration, 1.7 per cent; fishing, 1.1 per cent; and finance, 0.6 per cent.

The 25-44 age group accounted for 42.5 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 33.2 per cent, and the remaining 24.3 per cent were distributed in the other age groups: 20-24 age group, 17.7 per cent; and the 14-19 age group and 65 and over age group, 3.3 per cent each.

Two occupational divisions accounted for 48.6 per cent of the total number of fatalities: craftsmen, production process and related workers, 32.6 per cent; and transport and communication workers, 16.0 per cent. The remaining 51.4 per cent were distributed in the other occupational divisions: labourers and unskilled workers, 11.0 per cent; miners, quarrymen and related workers, 10.5 per cent; loggers and related workers, 10.0 per cent; sales workers and service and recreation workers, 4.4 per cent each; farmers and managerial workers, 3.3 per cent each; professional and technical occupations workers, 2.8 per cent; fishermen, trappers and hunters, 1.1 per cent; and clerical workers, 0.6 per cent.

Three accident-type categories accounted for 67.4 per cent of the total number of fatalities. These were: struck by different objects, 26.0 per cent; collisions and derailments, 21.0 per cent; and falls and slips, 20.4 per cent. The remaining 32.6 per cent were distributed in the other accident-type categories: caught in, on or between different objects, 12.7 per cent; conflagrations, temperature extremes and explosions, 8.3 per cent; over-exertion, 4.4 per cent; inhalations, absorptions and industrial diseases, 3.9 per cent; contact with electric current, 2.2 per cent; and miscellaneous accidents, 1.1 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 54.8 per cent of the total number of fatalities that occurred in transportation, 48.6 per cent in construction, and 41.9 per cent in manufacturing.

A similar cross section examination of these industries, to pinpoint the main concentration of fatalities by occupation, shows that transport and communication workers accounted for 61.3 per cent of the total number of fatalities that occurred in transportation. Craftsmen, production process and related workers accounted for 58.1 per cent of the fatalities in manufacturing and 57.1 per cent in the construction industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 62.5 per cent of the fatalities in the forestry industry and 45.7 per cent in the construction industry were the result of being struck by different objects such as tools and vehicles. In the transportation industry, 41.9 per cent of the fatalities were the result of collisions, derailments and wrecks.

During the quarter, there were 93 fatalities in October, 55 in November and 33 in December. By province, the largest number of fatalities, 62, occurred in Ontario. In British Columbia there were 41, and in Alberta 28.

*See Table H. p. 256.

Unemployment Insurance

Advisory Committee Report—1967

The balance of $258 million in the Unemployment Insurance Fund on March 31, 1967 was larger by about $116 million than the balance a year earlier.

In spite of this, said the Unemployment Insurance Advisory Committee, in its annual report for the year ending March 31, 1967, there were indications that the improvement in the position of the fund that had been shown during the past two or three years was not being maintained in the latter part of 1966-67. In 1965-66, there had been a continuous improvement, but in the succeeding year, the improvement was confined to the first part of the year, and the second part actually showed some deterioration compared with 1965-66.

The Committee noted that the extension of unemployment insurance to cover farm employees, effective from April 1, 1967, could be expected to cause loss to the fund, because benefits paid to this group would exceed contributions made on their behalf. The Committee said, however, that it had been informed that the Government had undertaken to reimburse the fund for losses on this account until such time as the Act had been amended as to rates of contribution and benefit.

In order to provide more adequate benefits, and at the same time to allow a sufficient reserve to be built up to enable the fund to withstand fluctuations from year to year, amendments to the Unemployment Insurance Act were needed, the Committee said. It welcomed the announcement in the Speech from the Throne in May 1967 indicating that the Government recognized this need, and it suggested that the Committee be given an opportunity to discuss, in principle, proposed changes in the Act before they were laid before Parliament. (Bill C-197 to amend the Unemployment Insurance Act was introduced in the Commons on January 23, and passed first reading.

Revision was required in three important ways, provision being needed for:

- an increase in rates of benefit;
- contribution rates that would ensure the continued solvency of the fund; and
- an increase in the upper limit for insurability for salaried employees, which was then $5,460 a year.

The last mentioned change would bring back within the scope of the Act those who had formerly been insured but who had ceased to be so owing to the rise in the general level of earnings during recent years.

The Committee recommends that consideration be given to including within the scope of the Act certain large groups of employees not now covered—for example, hospital employees.

The Committee suggested that revision of the Act should include an amendment extending the time for submission of its annual report. It said that the present requirement that the report must be submitted by July 31 did not allow the Committee enough time for proper study of the reports it received, some of which were not forthcoming until July, when final figures for the fiscal year were known. The Committee's report is reprinted in full below.

Complete Report of the Unemployment Insurance Advisory Committee

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report, not later than July 31 each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1967 and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1967;

(b) from the Dominion Bureau of Statistics, a tabulation of 1966 unemployment insurance statistics;

(c) from the Actuarial Branch, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1967 was $258,203,012. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1967	$258,203,000
1966	141,483,000
1965	40,497,000
1964	874,000

Estimates of the covered population by the Dominion Bureau of Statistics indicate that the number of persons covered by unemployment insurance at June 1, 1966 was nearly 4,500,000, representing 73 per cent of the non-farm paid worker labour force in Canada, compared with 76 per cent a year earlier. Although the actual numbers in both the covered population and the total labour force increased over the period, the percentage of those covered by unemployment insurance has decreased.

This is undoubtedly due, in part at least, to the fact that more and more salaried employees have been passing out of the insured group because their earnings exceed the ceiling of $5,460 that was established in 1959, and [they] have not elected to continue their coverage voluntarily. It is also in part due to the increasing numbers who are in employments not covered by unemployment insurance, such as hospitals, welfare agencies, teachers, municipalities and government service.

The balance of $258 million in the Fund at March 31, 1967 was larger by about $116 million than the balance at the same date a year previously. However, the Committee noted that, in the opinion of the Actuary, the trend toward improvement that had been shown during the last two or three years was no longer as vigorous. While in 1965-66 the results of every month were better than those of the corresponding month in the preceding fiscal year, with the biggest improvement taking place during the seasonal benefit period, improvement in 1966-67 was lim-

ited to the first part of the fiscal year, and the second part did actually show some deterioration as compared to 1965-66.

The Committee also noted that unemployment insurance was extended to cover farm employees as from April 1, 1967, which can be expected to cause some loss to the Fund, as it is likely that benefit paid to this group will exceed the contributions made on their behalf. However, the Committee is informed that the Government has undertaken to reimburse the Fund to the extent of this particular deficit, pending a general revision of the overall rates of contributions and benefit when amendments are made to the Act.

In addition to the need for providing more adequate benefits, it is clear from the reports made to the Committee that revision of rates both of contribution and of benefit is needed to bring the average yearly income and outgo of the Fund into better balance. The Fund has only been kept solvent by drawing on the large reserve that had been accumulated up to some 10 years ago, and on two occasions by obtaining temporary loans from the Government. Although the loans were repaid and in recent years the Fund has accumulated a balance, the pattern of income and outgo over the last 10 years shows that amendments should be made setting the revenue at an amount that will exceed the outgo, so as to bring about a better balance, and ensure a sufficient reserve to enable the Fund to remain solvent despite fluctuations from year to year.

In view of the continuing decline in the percentage of the paid workers . . . who are covered by unemployment insurance, and the mounting evidence that the rate of improvement in the Fund in recent years is slowing down, the Committee considers it urgent that corrective measures be taken. The Committee is glad to note the announcement in the Speech from the Throne on May 8, 1967, and in the speech by the Minister of Labour in Kingston on July 17, 1967, that the Government intends to introduce amendments to the Unemployment Insurance Act at an early date.

The Committee respectfully submits that a useful end would be served if it were enabled to review and advise on the proposed amendments before they are introduced. The Committee's membership includes representatives of a broad spectrum of employers and employees. In view of this, it would be advantageous if the Committee were given an opportunity to discuss in principle the proposed changes in the Act before they are laid before Parliament.

There are three particular provisions of the scheme that most urgently need revision, viz:

1. The rates of benefit should be increased. In respect of many claimants, the maximum weekly rate of benefit, which was set in 1959, has now declined to a much lower percentage of normal earnings than was the case in 1959, and represents a much lower ratio of benefit-to-earnings than was intended by the legislation.

2. The contribution rates should be re-examined to assure the continued solvency of the Fund, having in mind the increased benefit rates and the effect of covering farm employees.

3. The upper limit for insurability of salaried employees, which is standing at $5,460 as established in 1959, should obviously be revised so as to restore coverage to those classes of workers who were formerly insured but have moved out of insurance because of the rise in the general earnings level in the last several years.

With reference to the prospective state of the Unemployment Insurance Fund by March 31, 1968, the Actuary has advised the Committee that, assuming the effects of any legislative changes will not be felt until after that date, and assuming that the rate of unemployment for the fiscal year 1967-68 will not exceed 4½ per cent, it can be expected that the excess of income over claims in 1967-68 will be somewhere between $55 million and $90 million. This compared with an actual excess of $116 million in 1966-67.

In view of the fact that several large groups of employees, such as hospital employees, are not yet covered by the Unemployment Insurance Act, the Committee recommends that consideration be given to further extending the coverage so as to provide these groups with protection against unemployment.

With reference to the time for submission of the Committee's annual statutory report to the Governor in Council, the Committee respectfully suggests that a provision extending this time should be included when amendments to the Act are made. The present requirement that the report be submitted by July 31 allows the Committee insufficient time to give adequate study to the reports provided for it, some of which cannot be made available until July, when final figures for the fiscal year are known.

The Committee wishes to express its appreciation to the Unemployment Insurance Commission and its officers, the actuaries of the Department of Insurance, and the officers of the Dominion Bureau of Statistics for the information and explanations they have provided.

Respectfully submitted,

(*Sgd.*) Lloyd Francis,
Chairman.

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1967	*1966*	*1965*	*1964*
	(in thousands of dollars)			
Increase or decrease in balance from previous year	+116,720	+100,986	+39,622	—8,817
Contributions from employers and employees	343,853	328,319	310,751	296,585
Contributions from the Government of Canada	68,771	65,664	62,150	59,317
Amounts collected in penalties	172	146	121	109
Interest on investments	10,931	4,671	1,792	1,061
Interest paid on loans	—	—	163	237
Total net revenue	423,727	398,800	374,815	357,074
Ordinary benefit payments	251,209	238,281	265,660	287,512
Seasonal benefit payments	55,798	59,533	69,370	78,141
Excess of expenditure over revenue	—	—	—	8,817
Excess of revenue over expenditure	116,720	100,986	39,622	—
Fishing coverage				
Contributions from employers and employees	1,387	1,234	1,293	1,245
Contributions from Government of Canada	261	247	259	249
Benefit payments	10,845	10,240	11,732	11,437
Excess of benefit payments over contributions	9,197	8,759	10,180	9,943
Other statistics		(*numbers*)		
Number of initial claims for unemployment insurance received	1,213,000	1,190,000	1,311,000	1,385,000
Average number of benefit weeks paid	12.6	12.6	13.0	13.1

Price Indexes

Consumer, Jan. 1968

The consumer price index (1949=100) increased by 0.5 per cent to 152.6 at the beginning of January from 151.8 at the beginning of December. It was 4.5 per cent higher than the January 1967 level of 146.0.

The food index rose 1.2 per cent to 150.4 from 148.6. The prices of bread, flour and margarine increased, those for sugar and eggs declined, and those for fresh milk and butter remained unchanged from the previous month.

There were substantial increases in the prices of cabbage, carrots, celery, lettuce and oranges, and lower prices for grapefruit and bananas. Canned fruits, vegetables and juices were generally higher in price. Movements of meat prices were mixed; there were increases in the price of fresh pork, chicken and some packaged meats, and decreases in the price of turkey and smoked ham.

The housing index increased by 0.6 per cent to 154.7. Home ownership costs rose by 1.7 per cent as a result of higher levels of mortgage interest and real property taxes. Rents advanced in most cities, and domestic electricity and gas costs also increased. Reflecting many January sales, most home furnishings declined fractionally.

The clothing index declined by 1.0 per cent to 133.4 from 134.7. Men's, women's and children's clothing subgroups all registered declines, with most marked price decreases occurring in winter outerwear. In this group, only footwear showed a slight increase.

The transportation index rose by 0.3 per cent to 160.0. There was a slight decrease in the price of new automobiles, but this was outweighed by an increase in train fares and higher gasoline prices in some cities.

The health and personal care index declined by 0.1 per cent to 193.6 from 193.8. Slight decreases in the prices of razor blades and some toiletries, more than offset a price rise in cleansing tissues.

The recreation and reading index rose by 0.3 per cent from 169.7. Decreases in the price of radio and television sets were outweighed by increases in the price of phonograph records in some cities, as well as higher subscription rates for some Toronto and Montreal daily newspapers.

The tobacco and alcohol component advanced 2.5 per cent to 136.3, as a result of higher excise taxes on alcoholic beverages.

Group indexes a year ago in January were: food 144.9; housing (shelter and household operation) 147.6; clothing 128.6; transportation 153.0; health and personal care 184.9; recreation and reading 161.9; tobacco and alcohol, 136.3.

City Consumer, Jan. 1968

Between December and January, consumer price indexes advanced in all 10 regional cities and city combinations, the increases ranging from 0.9 per cent in Ottawa and Winnipeg to 0.1 per cent in Saskatoon-Regina.

Food indexes rose in all cities, with the advances ranging from 2.6 per cent in Winnipeg to 0.2 per cent in Saskatoon-Regina. Housing indexes moved up slightly in seven cities, remained unchanged in Halifax and Winnipeg, and declined fractionally in St. John's.

Clothing indexes decreased in all cities with the exception of Saint John and Saskatoon-Regina, where no changes occurred. Mixed movements were registered in the transportation indexes, with increases in six regional cities and decreases in four.

Health and personal care indexes declined in seven cities, remained unchanged in two, and rose fractionally in one; recreation and reading indexes rose in all cities except Ottawa and Vancouver, where declines of 0.2 per cent were registered. There were increases in the tobacco and alcohol indexes in all cities except Vancouver, where no change occurred.

Regional consumer price index point changes between December and January were: Ottawa +1.3 to 151.4; Winnipeg +1.3 to 149.0; Saint John +1.1 to 147.7; Montreal +1.0 to 151.1; Halifax +0.9 to 144.3; Toronto +0.8 to 154.1; Vancouver +0.7 to 147.4; St. John's +0.5 to 131.6*; Edmonton-Calgary +0.3 to 143.4; and Saskatoon-Regina +0.2 to 142.6.

Wholesale, Dec. 1967

The general wholesale index (1935-39=100) rose 0.7 per cent in December to 266.8 from the November index of 264.9, and was 2.2 per cent higher than the December 1966 index of 261.0. Six of the eight major group indexes advanced, and one declined. The remaining one, the non-metallic minerals products group index was unchanged at 200.7.

The non-ferrous metals products group index rose 3.6 per cent to 255.6 from 246.7 on price increases for copper and its products and silver. A rise of 1.2 per cent to 216.8 from 214.2 in the chemical products group index reflected higher prices for soaps and detergents and organic chemicals. The animal products group index moved up 0.7 per cent to 292.4 from 290.4.

The wood products group index moved up 0.5 per cent to 351.9 from 350.2 on higher prices for cedar and fir. The vegetable products group index advanced 0.4 per cent to 230.0 from 229.0 on price increases for unmanufactured tobacco, grains and bakery products. The iron products group index declined slightly to 273.9 from 274.3.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.9 per cent to 252.9 from 255.2 in the four-week period December 29 to January 26. The animal products index declined 2.5 per cent to 316.1 from 324.1, and the field products index advanced 1.8 per cent to 189.6 from 186.2.

U.S. Consumer, Dec. 1967

The United States consumer price index (1957-59=100) rose by 0.3 per cent between November and December. The index in December was 118.2 and for November it was 117.8.

The biggest increases were in food and service prices, while automobile and gasoline prices declined.

Food and beverage prices rose by 0.4 per cent in December. The largest increases were in fresh vegetables, eggs and processed fruits.

Apparel prices rose 0.3 per cent, gasoline and motor oil declined 1.3 per cent, and consumer services rose by 0.4 per cent.

Consumer prices generally were 3.1 per cent above a year ago.

British Retail, Nov. 1967

The British index of retail prices (Jan. 16, 1962=100) was 120.4 at November 14, compared with 119.7 at October 17, and 118.1 at November 15, 1966.

The index for the food group as a whole rose by 1 per cent to 118.2, compared with 117.0 in October.

The index for the housing group as a whole rose by about one half of one per cent, to 137.6, compared with 136.8 in October, the principal change in this group being an increase in the level of rents for unfurnished accommodation.

As a result of increased charges for electricity, the index for the fuel and light group rose by more than 2 per cent to 130.0, compared with 127.2 in October.

The Status of Women in West Germany

Women's Bureau

A comprehensive picture of the role of women in West Germany today is contained in a report by the Government of the Federal Republic dealing with the integration of women into employment and society. The Government plans to pursue this investigation on the basis of similar inquiries that have been conducted on the status of women in other countries.

The events of World War II have left a great shortage of male workers in Germany. Millions of women were widowed or remained unmarried because of the war, and today these women make up one third of the labour force in the Federal Republic, which includes West Berlin. The fact that one out of every two women of employable age is working is something of a paradox, because 68 per cent of all women and 72 per cent of all men still consider it "unusual" for women to go out to work.

Married Women in Majority

Married women workers outnumber single women, and the economy of the country is very much dependent on this married segment of the population. Although the war is responsible for the large numbers of women workers, other factors like earlier marriage, greater frequency of marriage, family planning, higher life expectancy, plus the need they share with their counterparts throughout the world to keep up with the rising level of living standards, will continue to stimulate married women to enter employment in ever-increasing numbers. It is evident that if women with families should decide to leave the labour force, the adverse effect on the country's economy would be incalculable.

Equality — Wages — Education

Equal pay and non-discriminatory wages are guaranteed by the West German constitution, but the average wages of women in industry are 31 per cent lower than men's. This disparity is caused, in part, by the fact that many women are untrained in the skills required in the more exacting, and consequently more remunerative, jobs.

Equality of education is also part of the "Basic Law of the Republic," and this law opens all educational institutions to girls and women. There is a continuing rise in the number of girls entering secondary and higher education from primary school. They constitute 40 per cent of the student body of junior colleges, and 36 per cent of them qualify for university enrolment at these colleges.

At the university level, medicine and teaching are still the choice of most female students, but pharmacy—where women now outnumber men in the choice of this career—and economics are subjects that are attracting larger numbers of female enrolments. The choice of a technical or engineering career is a rarity. Of the nearly one million university graduates in Germany today, almost one quarter are women, and approximately 70 per cent of them pursue their chosen career after graduation. The long-standing view that it is economically unsound to sponsor the training of women in the professions is untenable today, for it is becoming evident that the more skilled a women becomes in her profession, the more likely it is that she will continue or resume her career after marriage.

In academic teaching and research, only 6 per cent of all university teachers are women, and only 1.7 per cent achieve full professorships.

Female Share in Total Employment*

Description of Positions	*Number Available*	*Per Cent Shared by Women*
Domestic service	466,000	99.4
Professional and heavy duty cleaning	613,000	79.9
Social Work	35,000	71.4
Health Services	465,000	68.0
Hotels and restaurants	299,000	54.5
Offices	3,371,000	51.3
Education	374,000	49.5
Retailing and wholesaling	2,384,000	48.9

Percentage of Female Participation In Public Service Employment*

Federal Government and local offices thereof	23.4
State Governments and local offices thereof	29.5
City-State Governments and offices thereof	37.8
Municipalities and villages	34.2
Average	31.2
Government-owned business enterprises	14.1
Federal Railways	3.7
Postal and Telegraph Service	22.6
General Average	24.2

*Federal Republic of Germany. *The Position of Women in Career, Family and Society, 1966.*

Government Service

One fourth of all posts in the German municipal, state and federal governments are now filled by women, but as in other areas of employment, they hold few executive positions. Approximately 500, or 2.8 per cent, belong to the top category, and no woman has reached the position of Department Head or State Secretary. In the judiciary, one woman judge has been appointed to each of the Supreme Courts and the Federal Constitutional Court.

Politics

Since 1949, when the Republic was inaugurated, the majority of the electorate has consisted of women, but their membership in the ranks of the political parties has been very low. Their organizational strength is in the women's sections of trade unions and in national organizations like the National Council of Women, the Housewives' Association, the Association of University Women and the Association of Business and Professional Women. Some 80 of these nation-wide organizations claim a membership of six million. Their influence on the German mass media is quite strong.

The latest development in the status of West German women is the demand by parliamentary deputies for more responsible appointments for them, the same earning possibilities as men, and more opportunities for women with children to undertake part-time work. The Federal Government intends to continue its investigation on the status of women, with the aim of continually bettering conditions for this essential segment of the country's population.

50 Years of Service from the Canadian National Institute for the Blind

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

This year the Canadian National Institute for the Blind celebrates the 50th anniversary of its founding. The charter incorporating the CNIB under the Dominion Companies Act as a non-profit philanthropic organization "to ameliorate the condition of the blind and prevent blindness" was signed by the Secretary of State on March 30, 1918.

To mark this anniversary, a national training centre is being built in Toronto that is intended to serve as a training school both for blind persons and for persons with sight who are associated with CNIB.

As national president George C. Thompson has said, "The building and all it contains will stand as a symbol of appreciation to the public for their encouragement and financial support over our first 50 years of service."

The centre, which will operate the year-round, will provide vocational and pre-vocational training for blind persons seeking employment both inside and outside CNIB. In the pre-vocational courses, the program will supplement the adjustment training now under way in the divisions, and will assess candidates' aptitudes. Once the most suitable occupation is decided on, training required will be arranged for.

In another section of the centre, research will be carried on to discover new employment opportunities for blind persons.

As CNIB expands, new positions on the staff are opening up for both seeing and blind persons. Training to help candidates to keep pace with new developments will be provided at the new centre. Among those who will benefit will be advisory board chairmen and key volunteers, who will receive courses designed to prepare them for their CNIB responsibilities.

The institution, to be known as the A. V. Weir National Training and Vocational Guidance Centre, will include classrooms, lecture rooms, assembly hall, industrial training shop and administrative area in one wing. A second wing will provide residential facilities for 40 persons, and will include lounges, kitchen and dining room. A self-contained suite is being planned as a workshop for a course in housekeeping. Here blind teachers will study the art of training blind housewives in household skills and will themselves gain actual experience in home economics. Another service will be a summer seminar for prospective university students to assist in preparing them for attendance at university. A small library of braille and talking books used in the various courses will be included in the centre.

The centre, which will cost $950,000, is being built with funds provided through bequests, government assistance and gifts from private persons. No public campaign is planned.

"The centre will provide a program that will open new doors to the employable blind from coast to coast," said A. N. Magill, managing director. "It will also provide our staff and key volunteers with the skill they will need to keep CNIB service in step with the ever-quickening pace of our second half-century."

As another way of marking the anniversary, the CNIB plans to publish a history of the development of the organization.

CNIB is governed by a national council, which is a board of 45 volunteers elected annually from its eight divisions. Each division has a board of management also made up of volunteers who carry through on a provincial and community level the policies established by the national council. Each division is divided into districts, each of which is managed by an advisory board that is again made up of volunteers. Volunteers also provide many hours of service in reading to the blind and in transferring text books and other reading material to tapes or braille.

Also in connection with CNIB's 50th anniversary year, the American Association of Workers for the Blind, of which Mr. Magill is now president, will hold the 1968 convention in Toronto next July. This organization, made up of some 1,300 professional workers, some blind and some with sight, is concerned with the rehabilitation of blind persons in Canada and the United States; and the convention provides an opportunity for specialists to exchange ideas and develop new programs.

Blind Music Teacher

The first blind music specialist has been accepted by the Ontario public school system. She is a former student of the Ontario School for the Blind, and she holds her diploma and licentiate from the University of Toronto. During 1966-67, she successfully completed the teacher's training course at the Ontario College of Education, and she is now teaching music to all classes in a public school containing more than 350 pupils. She has put all her class material into braille to enable her to carry out her duties. Her success will help to open a new career to blind persons who are able to qualify.

Developing a New Spirit Through Teamwork

Labour-Management Consultation Branch

Is shop Chairman James Shaw "apple polishing" when he makes this statement: "I find management open-minded and co-operative," and then explains how he helped management "police" an employee who was heading for trouble?

"Definitely not," says Mr. Shaw, who is shop Chairman of Local 879, General Truck Drivers' Union, which represents 220 hourly-rated workers at the Brown-Forest Industries Limited in Hamilton, Ont. The company produces paper, cartons and 200 other paper products.

Mr. Shaw sits on the joint labour-management consultation committee, which doubles as the negotiating group in the plant. Not long ago, the committee learned of one employee who was crossing up his foreman by not getting his work done. Union committee members took it upon themselves to keep an eye on him. The plan worked. The man straightened out and kept his job.

The committee is achieving much success, both sides agree. Although it was established several years ago, the joint consultation committee achieved prominence only last year.

Gordon McNulty, the personnel manager, speaks for the new spirit: "Both management and union realize the value of communication to the company and to the individual." Comparing past and present achievements, Mr. McNulty has found, "you can't communicate without a committee."

The labour-management committee consists of three management and five employee members. Barney Beacroft, Business Representative of Local 879, also attends.

Topics to be discussed at the committee meeting usually include company policy, cost reduction, and questions relating to employees on the job. Labour and management representatives exchange lists of proposed agenda topics before each meeting.

Jack Nixon, Plant Superintendent, sees "definite production and waste improvement" since the committee was revitalized. When management considers a production change today, it discusses its ideas with the committee.

Recently, for example, the company debated the merits of a modification that would require the moving of machinery to achieve a more balanced work flow. But the first step was to discuss the idea with Mr. Shaw and another unionist from the committee. Then followed two meetings with the employees who would be affected by the change. The workers appointed two of their number to work with the industrial engineer and the foreman in arranging a new layout. They held four meetings in four days—and the entire operation, from the original union-management discussions to relocation of the plant machinery, was completed within 10 days.

Mr. Beacroft describes an "unusual" request brought to a committee meeting, which management accepted. Management agreed to pay $25 to an employee whose clothing had been partially damaged by acid burns while he was at work.

"It wasn't a grievance, just a complaint from the floor," explains Mr. Beacraft. "And the employees felt the company took a good view on it."

Mr. Shaw adds that such an approach by management "makes the employees feel they are wanted around here."

* * *

Relations between management and employees of the National Harbours Board of Saint John, N.B., have improved considerably since the formation of a labour management committee 10 years ago. The NHB is the port authority for Saint John, which handles about six million tons of cargo annually.

The committee has helped to develop an atmosphere in which management and union can work together effectively to deal with mutual problems. As Assistant Engineer Garnett Phinney explains it: "When I go out on the job, and there's a specific problem, I get suggestions from the men who work there. The barriers are down. They feel free to make suggestions." "I don't think we could get along without the labour-management committee," Mr. Phinney says. Although negotiations are as tough as ever, we "know each other better" because of consultation, he adds.

The National Harbours Board Employees' Federal Union, Local 24, represents 48 employees whose job is to maintain the year-round port. Its President, Lloyd McCumber says, "We've gained a lot through joint consultation."

The committee consists of three members each from union and management. Mr. McCumber heads the union team, with the other two alternating so that each attends two consecutive meetings.

The management side is made up of R. P. Fudge, administrative officer, Douglas Wilks, maintenance superintendent, and Mr. Phinney.

Suggested topics for meetings are submitted in advance in writing. This allows the persons to whom the questions are directed to work out a solution before the next meeting.

Last winter, for example, a union member found that the snow shovels were too heavy. He told the committee that lightweight, long-handled shovels not only require less energy, but also increase productivity. The committee agreed, and new shovels were distributed within two weeks.

Mr. Fudge has made a suggestion that should help the employees. He wants them to get together and buy their safety boots wholesale, rather than separately through retail outlets. Mr. Fudge believes that it would "stretch" the $8.00 a year allowance given employees who buy safety boots. The question is now under discussion between Mr. McCumber and a shoe company.

Age Restrictions in Hiring

Older Workers' Section
Department of Manpower
and Immigration

At a national conference on Manpower Training and the Older Worker, held at Washington, D.C. in January 1966, a panel and workshop examined the subject of "Age Restrictions in Hiring—Some Efforts to Overcome Them."

The conference was sponsored by the National Council on the Aging, in co-operation with the United States departments of labor and health, education and welfare. Later a 700-page report of the proceedings was published, and it included some of the findings of the workshop.

The panel agreed that the problem of the older worker in the job market was not so much the incidence of unemployment, but re-employment once a person became unemployed. Although the unemployment rate for workers aged 45 and over was lower than the unemployment rate for all age groups, the duration of unemployment for the older group was much higher.

Mrs. Caryl Holiber, of the Skill and Industry Surveys Branch, U.S. Department of Labor, described a study conducted in 1965 in five cities—Baltimore, Indianapolis, Kansas City, Memphis and Salt Lake City, whose parent states have no age-discrimination legislation.

The study consisted of interviews with employers to ascertain whether their hiring specifications had any provisions with reference to age, and if so, what made them set age limits. There was also an attempt to determine how many employers hired few or no older workers, even though they had no arbitrary, upper age limit policy.

The survey covered 540 establishments that had hired an aggregate of 89,000 workers during 1964. Of these, only 9 per cent were over 45 years of age. This was considered low, as about 27 per cent of all persons unemployed during that period of time were older workers. The survey showed that once a worker reached age 45, his employment opportunities contracted. This did not mean that older workers did not get jobs; what it meant was that they had to seek longer for the job, and sometimes had to take lower wages than before.

Mrs. Holiber pointed out that one of the study's most significant findings was that the availability of labour distinctly influenced the extent to which employers were willing to hire older workers.

One out of five employers failed to hire even one new worker over 45 years of age during the year. In half the companies, fewer than 5 per cent of the new employees were over 45. One out of five employers, however, hired at least 15 per cent of their new workers from the older age bracket. This situation existed despite the fact that employers consistently praised the performance, stability, dependability, responsibility, knowledge and experience, and adaptability and trainability of workers over 45—as long as they were working for them. Once these persons had to start knocking on the personnel office door, however, attitudes changed.

Establishments that stated emphatically, "We do not discriminate against age; we do not have an upper age limit for new employees," hired more older workers than companies that had no positive policy. The positive policy firms were those in which all hiring personnel had been instructed not to impose arbitrary age limits in their hiring. The existence of this positive attitude appeared to be more effective than the absence of any policy enunciation in those firms where hiring officials were free to employ persons of any age.

The study indicated differences in the attitudes shown toward older workers from industry to industry. The retail trade, hotels, personal and medical services, and governments had the best records in hiring older workers, whereas manufacturing industries appeared to have the worst. Among other differences, older workers are often given the less desirable jobs; their earnings in the retail trade, hotels, and personal and medical services are generally lower than earnings in manufacturing; and older workers tend to be hired at more advanced ages for hard-to-fill jobs.

The reasons given for not hiring older workers often seemed to bear little relationship to the requirements of the job. Inability to meet physical requirements was the most frequently mentioned excuse. Widely differing standards were applied, however. Whereas many employers restricted their hiring of older workers because of the physical requirements of particular jobs, others hired them for exactly the same jobs in spite of the physical requirements.

The findings of the survey indicate that where they are unrelated to the qualifications of workers applying for jobs, age specifications might be eliminated through the institution of positive "no age limit" policies, and through an abundance of jobs. Persuading employers to adopt such policies would likely be more feasible when there was a tight labour market. In that situation, employers tended to change their attitudes anyway, the survey noted.

Mrs. Holiber pointed out, in conclusion, that employment service offices in many areas of the country were attempting to stimulate a progressive attitude toward age specifications among employers. Local employment service representatives were working with employers, encouraging them to change their views in order to secure a worker supply. Once a firm adopted a positive policy with respect to "no age limits," asserted Mrs. Holiber, further advances could be made.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during January. It granted six applications for certification, ordered the revocation of a previous certification and ordered one representation vote. During the month, the Board received ten applications for certification and allowed the withdrawal of one.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Eamer Daye Transport Ltd., Cornwall, Ont. (L.G., Jan., p. 38).

2. General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Empire Freightways Limited, Toronto, Ont., working in and out of its terminals at Saskatoon and Regina, Sask. and Winnipeg, Man. (L.G., Jan., p. 38).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by J.M.F. Transport Ltd., Valcourt, Que. (L.G., Jan., p. 38).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of Royal Mail drivers employed by John A. Snow, Willowdale, Ont. (L.G., Feb., p. 102).

5. American Federation of Grain Millers, Local 210, on behalf of a unit of employees of The Ogilvie Flour Mills Company, Limited, Montreal, Que., employed in the company's flour mill at Midland, Ont. (L.G., Feb., p. 103).

6. Cape Breton Projectionists' Union, Local 848, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees employed at Radio Station CHER by CHER Broadcasters Ltd., Sydney, N.S. (L.G., Mar., p. 155).

Revocation of Certification Ordered

Upon consideration of the result of a vote by secret ballot of the employees of the Canadian Broadcasting Corporation, who were represented by the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada under a certification granted by the Board on August 6, 1953, the Board revoked the certificate of the said International Alliance as the bargaining agent of the unit of employees affected. The representation vote had been ordered by, and taken under the direction of, the Board, and its result satisfied the Board that the International Alliance no longer represented a majority of the employees of the Canadian Broadcasting Corporation in the unit for which it was certified (L.G., Dec. 1967, p. 752).

Representation Vote Ordered

Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union (L.G., Feb., p. 103). The Board ordered a vote of the clerical, office and sales staff at Montreal and Dorval, Que., following a public hearing of an application for revocation of certification affecting the above parties (Returning Officer: G. R. Doucet).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of employees of Giant Yellowknife Mines Ltd., Yellowknife, NWT (Investigating Officer: A. E. Koppel).

2. United Steelworkers of America, on behalf of a unit of employees of Cominco Ltd., Yellowknife, NWT (Investigating Officer: A. E. Koppel).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

3. United Steelworkers of America, on behalf of a unit of employees of Cominco Ltd., Pine Point, NWT (Investigating Officer: A. E. Koppel).

4. United Steelworkers of America, on behalf of a unit of NWT employees in the Mining Services Division of Inspiration Limited (formerly Boyles Bros. Drilling (Alberta) Ltd.) Edmonton, Alta. (Investigating Officer: A. E. Koppel).

5. *Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Iles (CSN)*, on behalf of a unit of maintenance-of-way employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

6. United Steelworkers of America, Local 564, on behalf of a unit of employees of Cassiar Asbestos Corporation, Clinton Creek, YT, consisting of workers employed in mining and cookhouse classifications (Investigating Officer: C. M. Gilmour) (for the withdrawal of an earlier application affecting a unit of employees comprising those employed in mining classifications, see Applications for Certification Withdrawn, below).

7. United Steelworkers of America on behalf of a unit of employees at the Beaverlodge operation of Eldorado Mining and Refining Limited, Eldorado, Sask. (Investigating Officer: A. E. Koppel).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Gordies' Trucking Ltd., Whitehorse, Y. T. (Investigating Officer: C. M. Gilmour).

9. United Steelworkers of America on behalf of a unit of maintenance-of-way employees of the Quebec North Shore and Labrador Railway, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

10. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees at the Sault Ste. Marie terminal of Lakehead Freightways Limited, Port Arthur, Ont. (Investigating Officer: H. A. Fisher).

Applications for Certification Withdrawn

United Steelworkers of America, Local 564, applicant, and Cassiar Asbestos Corporation, Clinton Creek, Y.T., respondent.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

During January, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Northern Wings Limited, Sept Iles Airport, Que., and the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (Conciliation Officer: R. L. Fournier).

3. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 375, Montreal (Conciliation Officer: C. E. Poirier).

4. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1552, Montreal (Conciliation Officer: C. E. Poirier).

5. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1657, Montreal (Conciliation Officer: C. E. Poirier).

6. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1846, Trois Rivieres, Que., (Conciliation Officer: C. E. Poirier).

7. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1605, Quebec City (Conciliation Officer: C. E. Poirier).

8. The Shipping Federation of Canada, Inc., Montreal, Que., and the International Longshoremen's Association, Local 1739, Quebec City (Conciliation Officer: C. E. Poirier).

9. Lakehead Terminal Elevators' Association (representing certain companies) Winnipeg, Man., and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: A. E. Koppel).

10. Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane).

11. McNeil Transport Limited, and Hurley Transport Company Limited, Brockville, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Kenneth Hulse).

12. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (Conciliation Officer: R. L. Fournier).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited (small arms division) Long Branch, Ont., and District 6, United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 156).

2. Ottawa Transportation Commission and Division 279, Amalgamated Transit Union (Conciliation Officer: J. S. Gunn) (L.G., March, p. 156).

3. Midland Superior Express Limited, Rexdale, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 157).

4. Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L.G., Aug. 1967, p. 498).

5. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of Canada (Conciliation Officer: T. B. McRae) (L.G., June 1967, p. 364).

6. St. Charles Transportation Company Limited, Quebec, Que., and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet) (L.G., Feb., p. 104).

Conciliation Boards Appointed

1. Northern Telephone Limited, New Liskeard, Ont., and District 10, Communications Workers of America (L.G., March, p. 157).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (see above).

3. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (no Conciliation Officer previously appointed).

4. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L.G., Feb., p. 104).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between McAllister Towing Limited, Montreal, Que., and Canadian Marine Officers' Union, (L.G., March, p. 157), was fully constituted in January with the appointment of T. C. O'Connor of Toronto, as Chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Claude Lavery, Q.C., Montreal, and union nominee Robert Cook, Ottawa.

2. The Board of Conciliation and Investigation established in November 1967 to deal with a dispute between the Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Feb., p. 104) was fully constituted in January

with the appointment of Judge René Lippé of Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Louis-Claude Trudel, both of Montreal.

Board Reports Received*

1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Feb., p. 104).

2. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1967, p. 754).

Settlement after Board Procedure

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., March, p. 157).

Conciliation Board Not Appointed

Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 39).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

*Full texts published in L.G. Supplement No. 1, 1968.

50 Years Ago

Continued from page 199

"caused a great lengthening of the average hours of labour, and on June 15, 1915, it was stated by the secretary of the National Union of Railwaymen in the House of Commons that, since the war broke out, the men had been working 20, 30, 40 and up to 46 and 48 hours a turn, many becoming ill from overwork.

"Very little complaint was made by the men on account of the increased hours and overtime, but, in the summer of 1917, the Associated Society of Locomotive Engineers and Firemen launched an eight-hour movement accompanied by a strike threat."

The Government settled the trouble this time by giving a pledge that it would retain control of the railways for a time after peace was made, so that if the men then put forward a request for shorter hours, the matter could be dealt with while control was still in effect, and that in such a case any reasonable request of the kind would get sympathetic consideration.

On the outbreak of war, it had been expected that the men would have made demands for higher wages, in which case the companies admitted that some concessions would have to be made. But the men refrained from pressing demands, and they also agreed to postpone consideration of questions that they had already given notice of their intention to raise.

The steady rise in the price of food, however, made the wage question a pressing one, and demands were made by the railwaymen for wage increases or bonuses or, as an alternative, that the Government would take some action to control the price of foodstuffs. On five occasions, "wage concessions" were made. Between February 1915 and August 1917, wages of railwaymen engaged in "manipulation of traffic" were increased by bonuses, given at intervals, that altogether amounted to a substantial total; and on August 1, 1917, these bonuses were converted into a permanent addition to wages. Shopmen were given similar treatment.

This journal's article said that when women were first introduced into the railway service to replace men taken for the war, "their wages were lower than what had been paid to the men; but after protests had been lodged against this both by the women and the men, an agreement was made by which the women were to receive the lowest men's pay for similar work." When bonuses were given to the men, the women demanded similar bonuses, which were at first refused but later granted. These bonuses were also converted into an addition to wages at the same time as this was done for the men.

Legal Decision Affecting Labour

The Supreme Court of Canada has upheld an injunction order requiring employees on strike in breach of their agreement and the Manitoba Labour Relations Act to return to work.

Legislation Branch

The Supreme Court of Canada decided unanimously on October 3, 1967, to dismiss an appeal against an injunction enjoining not only the picketing of a construction site, but also the strike action that resulted from the picketing. The Court considered the question of law involved, accepting the facts to be as found by Mr. Justice F. M. Bastin, who granted the injunction, and by the Manitoba Court of Appeal, to whom appeal was made without the case actually coming to trial.

Case History

The facts of the case were recalled by Chief Justice Cartwright, who delivered the decision for the Supreme Court.

Around September 20, 1965, the business agent of the Winnipeg Glass Workers' Union, Local 1554, Brotherhood of Painters, Decorators, and Paper Hangers of America, found out that non-union glaziers were working on the construction site of the Royal Bank office building in downtown Winnipeg. The non-union workers were employees of Arthur Rempel Ltd., a subcontractor of Seal Dow Ltd. which, in turn, was a subcontractor of the Poole Construction Limited, a general contractor in the construction project. Poole Construction was a member of the Winnipeg Builders' Exchange, which is the respondent in the case at bar.

The Glass Workers' business agent informed the business agent of Local 254, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, of the situation. Neither of these two unions had collective agreements with Rempel, Seal Dow, or Poole; on September 21, however, both business agents met with a district manager of Poole Construction in order to advise him of the circumstances, stating that members of trade unions normally object to working with non-union employees, and that the presence of such employees could lead to difficulty on the job site.

On October 1, the Glass Workers' business agent approached Arthur Rempel, the President of Arthur Rempel Ltd., and insisted that Rempel advise his employees to contact the Glass Workers' Union at a fixed date for the purpose of joining the union. The business agent further insisted that Arthur Rempel Ltd. sign a collective agreement with his union. Rempel reported that his company would not force its employees to join the union. The agent therefore informed him that if the company did not co-operate, it could expect trouble.

In the early morning of October 5, the Glass Workers' business agent set up a picket line at the entrance to the construction site. He carried a placard which stated "There are non-union glaziers on this project." One person crossed the picket line, but a complete stoppage of work was effected, involving employees who were members of three other unions. All three of these unions — the International Brotherhood of Electrical Workers, the United Brotherhood of Carpenters and Joiners of America, and the International Hod Carriers, Building, and Common Labourers' Union of America (now Laborers' International Union of North America) — had collective agreements, either with subcontractors of Poole Construction or with the General Contractors' Section of the Winnipeg Builders' Exchange. All of these agreements included clauses prohibiting work stoppages during their duration.

Later in the morning of October 5, the business agents of the Electrical Workers and of the Plumbers and Pipe Fitters were present on the site. When the Electrical Workers' agent was reminded that the electricians were bound by a collective agreement and was asked whether they would abide by it, he failed to give a definite answer. At about 11.30 a.m. the picket line was withdrawn and the electricians went to work.

The next day, October 6, the Glass Workers' agent, along with one or two other men, established a picket line, and all employees refused to report for work or to cross the line. Late in the afternoon of the same day, an *ex parte* injunction was granted by Mr. Justice F. M. Bastin. The Glass Workers' business agent picketed the site again on the next morning, but by 8.30 a.m. the employees gradually resumed work.

The order of Mr. Justice Bastin enjoined the five unions involved, the business agents of each of these unions, and 26 carpenters and labourers. Moreover, after affidavits had been produced by both sides in a hearing held on October 21, 1965, Mr. Justice Bastin continued the interlocutory injunction, which he had

granted on October 6, until the action could come to trial.

In the Supreme Court judgment, Chief Justice Cartwright summarized the findings of Mr. Justice Bastin:

> In his reasons for judgment Bastin, J. after setting out the contents of a number of the affidavits filed in support of the application before him and of all the affidavits filed by the defendants reached the following conclusions as to the facts: (i) that [the business agent] and members of the Glass Workers' Union had brought the building project to a complete halt for the purpose of compelling Arthur Rempel Ltd. to coerce its employees into joining the Glass Workers' Union; (ii) that the employees who are individual defendants had acted in concert in ceasing to work until the picketing ceased and had done so for the purpose of collaborating with the members of the Glass Workers' Union in their attempt to coerce the glaziers employed by Arthur Rempel Ltd. to join that union; and (iii) that this conduct on the part of the individual defendants constituted a strike as being a cessation of work in concert for the purpose of compelling their employer to agree to a condition of employment viz. that there should be no non-union workers employed on the project.

On these facts, Mr. Justice Bastin had decided that the Glass Workers' agent acted illegally and that the work stoppage by the individual employees constituted an illegal strike. It would have to be left until trial to discern whether or not the defendant unions had authorized the conduct of the individual employees. Moreover, in his reasons issued after the hearing, Mr. Justice Bastin stated:

> Since the unions now claim to have disapproved of the work stoppage, it is no hardship for them to be included in the list of those who are enjoined since, without being named, they are forbidden by law to aid or abet those who are enjoined from committing a breach of the injunction.

All of the enjoined parties appealed the injunction to the Manitoba Court of Appeal. In the decision of that Court, the majority held that the appeal of the Plumbers' Union should be allowed, because it had no collective agreement between it and any party associated with the Winnipeg Builders' Exchange; because of his personal participation in the matter, however, the appeal of the Plumbers' Union business agent was dismissed. Otherwise, the injunction order was affirmed by the majority. The dissenting judge, Mr. Justice Freedman, would have allowed the appeals of all except the Glass Workers' business agent.

Preliminary Arguments before Supreme Court

At the opening of the appeal before the Supreme Court of Canada, counsel for the Winnipeg Builders' Exchange moved that the appeal be quashed because: (1) the Supreme Court has no jurisdiction to hear the appeal, because the judgment that was sought to be appealed does not come within the words "any final or other judgment" in Sec. 41(1) of the Supreme Court Act; and because (2) the injunction granted by Mr. Justice Bastin is spent, and the question whether or not it should have been granted has become academic.

The Court dismissed this motion. Chief Justice Cartwright said that the words of Sec. 41(1) are wide enough to embrace any judgment of the Manitoba Court of Appeal that was pronounced in a judicial proceeding. The argument that the Supreme Court of Canada can grant leave of appeal only in respect of a final judgment or "other judgment akin to a final judgment" was therefore rejected.

The argument that the question of whether the injunction should have been granted or not was now of academic interest was answered in greater detail by Chief Justice Cartwright. He referred to the statement made by Mr. Justice Bastin on March 16, 1967, when an application to dissolve the injunction was made by the enjoined parties.

> The building, the construction of which was allegedly being impeded by defendants' actions, has long since been fully completed. There is nothing to be enjoined. By passage of time and the happening of events, defendants are no longer prevented by the injunction from doing anything. The injunction is spent and without further effect.

In such circumstances, it is usually the established practice of the Court to refuse to entertain an appeal. In the view of Chief Justice Cartwright, leave was granted because there existed "a question of law of great and nation-wide importance." There had been a difference of opinion in the Manitoba Court of Appeal on this question, but, Chief Justice Cartwright said, "it was unlikely that unless leave were granted in this or a similar case it would ever be possible to bring that question before this Court for determination."

The Chief Justice made it clear that the Supreme Court should not concern itself with the question whether the inferences of fact drawn by Mr. Justice Bastin or by the majority of the Manitoba Court of Appeal were warranted by the evidence; the facts might be found to be different if the case went to trial. The Chief Justice stressed that the proper course to be followed would be for the Supreme Court to answer the question of law that arises on the facts as found by the majority of the Court of Appeal.

Question of Law

There was no difference of opinion in the Manitoba courts as to whether the business agent of the Glass Workers' Union was properly enjoined; in fact, the agent did not appeal to the Supreme Court. Chief Justice Cartwright affirmed this decision of the courts below and relied on the arguments of those courts for the decision to enjoin the business agent.

The Glass Workers' Union itself appealed the injunction, because it, too, was enjoined on the ground that, in the opinion of the majority, the union's agent was acting on its behalf. The Chief Justice expressed the opinion that, had he been dealing with the matter in the first instance, he might not have enjoined the Glass Workers' Union; he did not wish to question the facts as found, however, so he affirmed the injunction against the union as well.

The main question before the Supreme Court was whether, on the facts as found, Mr. Justice Bastin was right in law in ordering that the enjoined parties be, as it was put in the formal injunction order,

> enjoined and restrained until the trial or other final disposition of this action, from declaring, authorizing, counselling, aiding or engaging in conspiring with others either direct or indirectly to bring about or continue an unlawful strike with respect to the employment of employees with the plaintiff Poole Construction Limited or its subcontractors in combination or in concert or in accordance with a common understanding.

The difference of opinion in the Manitoba Court of Appeal was represented by the dissent of Mr. Justice Freedman. He would have set aside the above quoted part of the order because of two objections.

First, the evidence was insufficient to show that, in refusing to work, the unions, their agents, and individuals who refused to cross the picket line were acting in concert. Chief Justice Cartwright did not consider this objection in any detail, because of the stated position of the Supreme Court not to depart from the view of the facts taken concurrently in both Manitoba Courts.

Second, the order, in essence, tells the workmen who were enjoined that they must not strike—that they must continue to work on the Royal Bank job. He stated that such an order is contrary to a well-founded policy of the courts not to direct what is in effect a specific performance of a contract for personal service. If the conduct of these men was wrongful or in breach of contract, Mr. Justice Freedman contended, then other forms of redress were open to the employer. An injunction compelling continuance on the job is not a proper remedy.

He also discussed the case of *Winnipeg Builders' Exchange et al. v. Operative Plasterers' and Cement Masons' International Association et al.* [L. G. 1965, p. 538] which Mr. Justice Bastin had used in support of his injunction order. This case, according to Mr. Justice Freedman, was distinguishable from the case at bar. In addition, he considered the circumstance that three of the enjoined unions had clauses in their collective agreements to the effect that they would not strike or slow down work. He did not think that these provisions of the agreements represented 'negative covenants,' the breach of which would give rise to an injunction order. Mr. Justice Freedman stated:

"... Such a negative covenant arises, for example, where a person binds himself to serve the other party to the contract exclusively during its term. If in breach of his covenant he seeks to work for someone else, say a competitor of his employer, he can be restrained. But the effect of the injunction in such a case may be described thus: 'You have agreed not to work for anyone other than your employer, A, during the period of the contract. So you must not work for B.' The important thing to note is that the injunction does *not* say: 'You must continue to work for A.', for that would in effect be ordering specific performance of a contract for personal service. Cases like *Lumley v. Wagner* (1852) 1 De G.M. & G. 604; 42 E.R. 687, and *Warner Bros. Pictures Inc. v. Nelson* (1963) 3 All E.R. 160; 106 L.J.K.B. 97, illustrate the nature and scope of an injunction which is granted to restrain the breach of an express negative covenant of that character. These cases show that the injunction is limited in the manner I have indicated.

"It would be a strange thing if it were otherwise. An injunction to restrain improper picketing is one thing. An injunction in effect to compel workmen to continue to work for a particular employer, on pain of going to jail for its breach, is quite another. Such an injunction is so far-reaching in its consequences that occasions for resort to it are likely to be rare indeed."

According to Chief Justice Cartwright, Mr. Justice Freedman stated as a principle of law that, when a group of employees engage in concert in an illegal strike forbidden by both the statute and the terms of the collective agreement by which their employment is governed, the courts must not enjoin them from continuing the strike, and that the employer must resort to forms of redress other than an application for injunction.

In the view of Chief Justice Cartwright, the principle stated in Mr. Justice Freedman's opinion is not a correct statement of the law. He agreed that the courts will not issue an injunction if it will result in the enforcement of the specific performance of a contract not otherwise enforceable, and that a contract for personal services will not be specifically enforced. But the Chief Justice rejected the *Lumley v. Wagner* precedent, agreeing with the majority of the Manitoba Court of Appeal that "the complexity of labour-management relations in a highly industrialized civilization was presumably not even thought of" when that case was decided in 1852. He said, moreover, that

> in *Winnipeg Builders' Exchange et al. v. Operative Plasterers' and Cement Masons' International Association et al.*, the granting of an interim injunction which, *inter alia*, restrained the defendants from engaging in an unlawful strike was upheld in a unanimous judgment of the Court of Appeal for Manitoba after a full consideration of the submission that the Court ought not to affirm an order which had the effect of compelling employees to return to work. . . . In my opinion the judgment of the Court of Appeal in that case correctly states the law.

The Chief Justice summarized the Supreme Court's conslusions in these words:

"In my view the purposes of the Labour Relations Act [of Manitoba] would be in large measure defeated if the Court were to say that it is powerless to restrain the continuation of a strike engaged in direct violation of the terms of a collective agreement binding on the striking employees and in breach of the express provisions of the Act. . . .

"Undoubtedly, as Freedman, J. A. points out, an effect of the order which has been upheld by the Court of Appeal in the case at bar was to require the striking employees to return to work. In my opinion that constituted no error in law; to hold otherwise would be to render illusory the protection afforded to the parties by a collective agreement and by the statute.

"It is true that an employer whose operations are brought to a standstill by an illegal strike, or a union whose employees are rendered idle by an illegal lockout, may bring an action for damages or seek to invoke the penal provisions of the Labour Relations Act, but the inevitable delay in reaching a final adjudication in such procedures would have the result that any really effective remedy was denied to the injured party."

Decision

On the basis of the law, and accepting the facts as found by the lower courts, Chief Justice Cartwright dismissed the appeal of the injunction with costs. *International Brotherhood of Electrical Workers, Local 2085 v. Winnipeg Builders' Exchange et al.*, The Supreme Court of Canada, October 3, 1967, 67 CLLC, para. 14,053; (1967) 61 WWR 682.

Wage Schedules Prepared In December

During December, the Department of Labour prepared 142 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition and certain services.

In the same period, 147 contracts in these categories were awarded. In addition, 130 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	64	$15,902.00
Post Office	3	6,769.50
Transport	2	12,717.39

During December, the sum of $8,267.80 was collected from 12 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.

Kaiser employees to share in productivity savings

Employees of the Kaiser Steel Corporation have approved revisions in the 1963 Kaiser long-range sharing plan, whereby workers share in the cost savings achieved by higher productivity (L. G. 1963, p. 6).

Members of the United Steelworkers of America voted 3,293 to 1,763 to renew the plan. It is expected that, under the revised plan, the company will increase its share of the cost of the wage and fringe benefits, thus netting the workers monthly cash bonus increases of 25 cents an hour or more.

The revised contract took effect after the previous one expired on January 31 and is expected to equitably divide the gains of rising productivity without periodic strike crises.

Claimants at End of November

Increase From October Total

At the end of November 1967, claimants for unemployment insurance benefit, totalled 336,600, an increase of 39 per cent from the 242,500 recorded on October 31, and 26 per cent from the 266,300 recorded on November 30, 1966.

Eighty per cent of the increase from the October 31 total was accounted for by male claimants, whose numbers increased by 50 per cent. Males accounted for 70 per cent of the increase from the November 30, 1966 total.

Included in the number of claimants at the end of November were approximately 6,900 who qualified for seasonal benefit. A year ago, there were about 4,500 in this category.

Of the claimants recorded on November 30, sixty per cent were in the category of one-to-four-weeks on claim; three quarters of these were males. Whereas the number of claimants increased by 39 per cent compared with the previous month, those on claim for from one to four weeks increased by 65 per cent. Males in this category increased by 75 per cent and females by 40 per cent.

Initial and Renewal Claims

A total of 193,500 initial and renewal claims for benefit were filed in local offices across Canada during November, compared with 114,900 in October, and 152,700 a year ago. Ninety-five per cent

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

of the November claims represented separations from employment during the month. The significant increase over October in the number of initial claims filed is usual, and can be attributed, in part, to claims being filed in anticipation of the commencement of the seasonal benefit period during the week in which December 1 occurs; layoffs in the transportation industry also were a contributory factor.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during November was estimated at 174,300, compared with 138,500 in October and 118,100 in November 1966. Benefit payments totalled $19.9 million in November, compared with $15.5 million in October and $14.3 million in November 1966. The average weekly benefit payment was $25.36 in November, 2 per cent more than the $24.86 in October, and 5 per cent greater than the $24.19 in November 1966.

Provincial Data

Increases over the previous month in the month-end claimant count were general throughout the country. Though numerically small, increases in the Atlantic and Prairie Provinces were relatively large. Quebec accounted for over one third of the increase. A similar pattern was exhibited in the month-over-month increase in 1966.

Year-over-year increases were reported in all provinces except the Atlantic where, with the exception of Nova Scotia, the claimant count decreased. In each of the Atlantic Provinces, the number of male claimants was lower this year.

Summary Table

Activity	Nov. 1967	Oct. 1967	Nov. 1966	Cumulative Data: January to November	Cumulative Data: 12 months ending November
	(in thousands)				
Insured population as at month-end	—	4,734	4,606	—	—
Initial and renewal claims filed					
Total	194†	115	153	1,546	1,798
Initial	141†	79	113	1,131	1,327
Renewal	52†	36	40	415	471
Claimants currently reporting to local offices	337	242	266	355*	361*
Beneficiaries (weekly average)	174	139	118	269*	266*
Weeks compensated	784	623	590	12,833	13,737
Benefit paid	$19,886	$15,494	$14,287	$326,065	$348,492
Average weekly benefit	$ 25.36	$ 24.86	$ 24.19	$ 25.41	$ 25.37

*Monthly average.

†Discrepancy between totals and sub-totals due to rounding.

Employment and Unemployment In January

Employment declined by an estimated 244,000 to 7,100,000 between December and January, but was 117,000 higher than a year ago.

The labour force, at 7,564,000, was 133,000 lower than in December, and 200,000 or 2.7 per cent higher than a year earlier.

Unemployment increased by 111,000 during the month from 353,000 in December to 464,000 in January, and was 83,000 higher than in January 1967.

Total unemployment in January represented 6.1 per cent of the labour force, compared with 5.2 per cent in January 1967, and 5.1 per cent in January 1966.

Employment

Employment, at 7,100,000, decreased by 244,000 between December and January.

Compared with a year earlier, total employment increased by 117,000 or 1.7 per cent. The largest increases were in community, business and personal service (136,000) and the largest declines were in trade (82,000), manufacturing (54,000), construction (51,000) and agriculture (28,000).

As in previous months, employment was substantially higher than a year earlier in British Columbia. Employment gains also took place in the Atlantic Region, Ontario and the Prairie Provinces. In Quebec, the employment level was slightly lower than in January 1967.

Unemployment

Unemployment, at 464,000, was 111,000 higher than in December 1967 and 83,000 higher than in January 1967.

Of the 464,000 unemployed in January, about 81 per cent had been unemployed for less than four months. Of the remainder, 88,000 or 19 per cent had been unemployed for four months or more.

Decision of the Umpire

Under the Unemployment Insurance Act

CUB 2726

The claimant, a married woman with seven children, applied for benefit and registered for work as a labourer. She was last employed as a labourer by a fruit packing company located 12 miles from her home. She had worked for the company for four months at a wage of 80 cents an hour. She gave as the reason for her separation from employment, "Discharged—lack of transportation for winter months."

On December 30, the employer reported that the claimant had stayed at home, although work was available for her if she wanted it.

The claimant informed the local office that she was available for work within "reasonable range of home," that she had no transportation, and that she would accept factory work at a wage of 80 cents an hour, or at the prevailing rate, if that were less. A reviewing officer commented that the company with which she had been working was the nearest place where factory work was obtainable.

The insurance officer subsequently notified the claimant that she was disqualified from receiving benefit because she had failed to prove that she was available for work under the Act. He stated that her file showed she had restricted her availability for work by classifying herself as a factory worker when she knew that the nearest place of employment was the factory where she previously worked, and to which she could not return because of lack of transportation. She was also disqualified because she had voluntarily left her employment without just cause under the Act, the officer said.

The claimant appealed to the board of referees against her disqualification. In its unanimous decision, the board outlined the facts of the case. Until the claimant decided to give up her job, she had been travelling to work, via a pool arrangement, in a car whose owner charged 50 cents a day for transportation. When the owner decided to leave her job, the claimant was left without the means of getting to work, as there was no bus service.

The board found that the claimant had not proved she was available for work, because she had restricted her availability to factory work, when the nearest factory was 12 miles away, and she had no means of getting there or back. The board said that a number of decisions of the Umpire had held that a claimant who could not take employment immediately because of lack of winter transport was not available for work (CUB 1886, for example). The claimant, therefore, could not be said to be available for work within the meaning of the Act.

But on the second ground of disqualification—that of voluntarily leaving her employment without just cause—the board held that the claimant had shown just cause, in that transportation had ceased to be available, the cost of boarding nearer her work was too high in relation to the wages paid, and her presence at home at night was required.

The board, therefore, dismissed the claimant's appeal on the first count and confirmed the suspension of benefit. But on the second count, the claimant's appeal was allowed, and the disqualification and suspension of benefit imposed by the insurance officer was rescinded.

The claimant subsequently applied to the chairman of the board of referees for leave to appeal to the Umpire on the grounds that the board of referees had been in error in finding that she was not available for work from and after the date on which she left her previous employment. Permission to appeal was granted because it was thought that there might be room for difference of opinion about the degree of importance to be attached to the lack of transportation in considering the question of the claimant's availability for work.

In submitting observations to the Umpire, the insurance officer quoted decisions in CUBs 797, (L. G. 1952, p. 793), 996, and 1866, in which a claimant was held to have failed to prove availability for work when he had been separated from employment because of lack of transportation between his home and the nearest place where he could find employment. In CUB 2599, the Umpire had also ruled that it was the claimant's responsibility to arrange for transportation in order to be ready and available for immediate work.

A Member of Parliament, acting on behalf of the claimant, asked the Umpire for a hearing, and this was held in Ottawa. The gist of the MP's statement was that no bus service or other means of public transportation was available to the claimant. Until three months previously, he said, no taxi service had been available, and in any case the cost of using a taxi would have been prohibitive. The regional claims officer, in reply to an inquiry from the head office of the Commission, in effect confirmed this information.

Considerations and Conclusions

According to long established jurisprudence, availability for work implies not only that a claimant is willing and able to work, but also that he is ready and in a position to accept immediately any offer of suitable employment. This in turn presupposes unrestricted exposure to the normal labour market in the geographical area in which he offers his type of services.

In the instant case, it would appear that the claimant was willing and able to work. However, the evidence on record makes it abundantly clear that, because of a complete lack of appropriate means of transportation, she was entirely cut off the labour market. This is amply demonstrated by the information which was obtained, at the Umpire's request, subsequent to the hearing of the case.

In view of the foregoing, I have no alternative but to confirm the unanimous decision of the board of referees.

As a consequence, I decide to dismiss the claimant's appeal.

Cases Nos. 96 to 99

Canadian Railway Office of Arbitration

Releases Decisions in Four Disputes

Four separate disputes, concerning sixteen time claims, interpretation and application of an article of a collective agreement, a claim for runaround, and claims for payment of normal mileage, were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on December 11, 1967.

The arbitrator, J. A. Hanrahan, disallowed the four claims. Summaries of the four cases, Nos. 96, 97, 98 and 99, follow:

CASE NO. 96

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer for an alleged runaround by another engineer.

In the Prairie Region, a certain engineers' pool is maintained at a station to protect unassigned service on one subdivision, although the station is located on a second subdivision. Because both subdivisions were smaller than the average size, and because of the traffic pattern prevailing at the time, the operation of two separate pools, previously operated, proved unsatisfactory both to the company and to the men. By mutual agreement, one pool was established to work in turn, either one or the other of these two subdivisions.

One morning, the four leading engineers on the list went in different directions. One engineer, the second on the list, was ordered for and operated in short turnaround service out of one subdivision, which was the initial point. He was ordered for 6 a.m. and departed from the other main track switch at 6.30. He ran west for a distance of 16.4 miles and then returned to the subdivision, from which point he departed at 10.55 to run east for a distance of 12.6 miles into the second subdivision, and return.

When the engineer returned to the subdivision the first time, at 10 a.m., another engineer had stood first out on the list and, according to the claim, he should have been assigned to the eastward run. The second engineer submitted a claim for payment of a runaround. The company denied payment.

In the hearing at the Canadian Railway Office of Arbitration in Montreal, several articles of the collective agreement were read to support the arguments of both the brotherhood and the company. They read in part:

1. Pooled engineers will run first in first out, except as otherwise provided.

2. Under certain circumstances, outlined in the agreement, a pool engineer may be run around without penalty to the company.

3. An engineer will not be run off the subdivision to which he is assigned, except in a traffic emergency, and then only for one trip.

4. Engineers assigned to road switcher service will perform all service required, and may be run in and out and through their regular assigned terminals, without regard for rules, defining completion of trip . . . .

5. In short turnaround service between terminals and turnaround points, miles and junction-switching combined, or hours, whichever is the greater, will be paid on each leg of the run; all time from arrival at turnaround point to departure, and all time at final terminals, from the time of making the first stop until 15 minutes after the engine is placed on shop track will be paid on the minute basis. A minimum of 100 miles will be allowed. All time at terminals before commencement of trip will be paid, in addition to the guaranteed mileage. Engineer will not be used out of initial point after completing a day of 100 miles, or after having been on duty eight hours, computed from the time of departure from the outer main track switch or designated point on the initial trip, except as a new day.

6. The master mechanic with the engineers' committee will decide which subdivision will be considered preference out of their respective stations.

7. At the general change of timetable, all assignments will be bulletined on the seniority district. Senior engineers shall have preference in all classes of service at any station to which his seniority entitles him, and must stay on the run chosen throughout the period the timetable is in effect. . . .

The second engineer submitted his claim for payment on the basis that he was not assigned to take the second run, eastward, although he was first out on the list. Thus, the brotherhood claimed, when the first engineer finished his work on the first subdivision and was run through his home terminal to work on the second subdivision, it was a violation of the collective agreement.

Pointing to the fact that all road work is subject to terminal rights, and that a subdivision is the trackage between two terminals, the brotherhood suggested that the company's recognition of the necessity for a special provision to permit a runthrough of a terminal was indicated by the negotiation and inclusion of a special clause in the collective agreement, mentioned in paragraph 4 above.

The company claimed that the operation in question came within the provisions of the clause of the collective agreement that is mentioned in paragraph 5. The company said that this provision contains no restrictions as to the number

of turnaround trips that may be made, nor is there any restriction in respect of direction of the movements out of the initial point. The only restriction, the company argued, is that an engineer will not be used out of the initial point after having completed a day of 100 miles or having been on duty eight hours. It argued that this indicated an engineer in short turnaround service who has not completed a day of 100 miles or has been on duty eight hours can be used out of the initial point on a subsequent trip or trips in a continuous tour of duty.

The brotherhood agreed that, although there had not been a formal compliance with this requirement, the mutual agreement regarding the maintenance of one pool was not an element bearing on this determination.

In the opinion of the arbitrator, the question to be answered is therefore reduced to whether this event can be said to have been in violation of the clause mentioned in paragraph 3.

The company maintained that the distinction to be drawn in that regard is that the work in question was not assigned, and that the term "assigned" refers only to a successful bid for a bulletined assignment. The work in question was performed by persons in unassigned service.

The arbitrator noted that, if in fact the clause refers only to engineers on assigned runs, its protective value would not extend to persons in unassigned service. He said that the words "and then only for one trip" lend strength to the argument that what is contemplated is the maintenance of the pattern of the bulletined assignment of an engineer on a particular subdivision. A thorough reading of the collective agreement by the arbitrator disclosed no similar provision that referred to persons in unassigned service. Furthermore, there was only one trip worked during this assignment.

In addition, the collective agreement provided protection for the first engineer, the arbitrator said. In cases where he had completed a day of 100 miles, or had been on duty eight hours (computed from the time of departure from the outer main track switch or designated point on an initial trip), he could not be used out of the initial point, except in a new day. With no other protective provision, his entitlement for that distance or period of time would be superior to any claim of the second engineer at the time in question, he found.

For these reasons, the arbitrator dismissed the claim.

CASE NO. 97

Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Locomotive Engineers concerning the claims of two engineers for payment of normal mileage of their assigned passenger trains when Canadian Pacific trains 1 and 2 were detoured over Canadian National tracks and manned by Canadian National locomotive engineers.

Two engineers were assigned to passenger trains 1 and 2 on a subdivision, operating between Fort William and Ignace, the terminal. During the time of the occurrence of the disputed matter, one of the engineers was on annual vacation. Through the exercise of seniority, another engineer relieved him and assumed the conditions of employment of the assignment.

The Canadian Pacific tracks west of Ignace were impassable owing to a derailment, so trains 1 and 2 were unable to operate between Fort William and Ignace. Instead they were detoured by way of the Canadian National tracks between Fort William and Winnipeg, and were manned by Canadian National locomotive engineers.

The two CPR engineers assigned to operate the passenger trains submitted claims for payment on the basis of a normal train operation on their assigned subdivision. The brotherhood contended that the two engineers, under certain provisions of the collective agreement, should have been used to man the detoured trains over the Canadian National tracks. The company declined to pay the claims.

The brotherhood maintained, and it was not disputed, that this assignment for the two engineers had been obtained by the exercise of seniority rights under the provisions of the collective agreement. One engineer was number 4 on the 345-member 1967 seniority list covering seniority in this district, and the other engineer was number 13. The brotherhood argued that the CNR employees who had operated these trains on the days in question had, in effect, been hired by Canadian Pacific. This being so, their seniority numbers would have been 346 and 347.

The company pointed out that the two engineers had been assigned to work on the Canadian Pacific subdivision, and that the two detoured runs were not made over that subdivision. It maintained that entitlement to their assignment on the subdivision did not include the manning of trains 1 and 2 irrespective of the territory over which such trains were operated.

In addition, it was pointed out that both CNR and CPR operate under the uniform code of operating rules and that, therefore, engineers are qualified under the rules to operate on either track. In order to use a CPR engineer on the CNR track, it would only be necessary to supply him with a copy of the current timetable and, if necessary, apply a provision of the collective agreement concerning piloting, which reads: "An engineer in charge of an engine ordered over any subdivision with which he is not familiar will be furnished with a competent pilot, in addition to engine crew. Engineer will be used as pilot when available."

The company referred to Case No. 15 (L. G. 1919, p. 269) of the former Canadian Railway Board of Adjustment, which included this finding: ". . . and while bulletins were intended to indicate the amount of work or earnings in the particular assignments mentioned, they did not constitute guarantees over schedule provisions." An additional reference was made to Case No. 75 (L. G. Dec. 1967, p. 762) of the Canadian Railway Office of Arbitration, dealing with the interpretation to be placed upon the term "operation schedule," in which it was held that the language of a general provision must prevail "over and above anything contained in an operation schedule."

The nub of the company's submission was that bulletins do not constitute guarantees for engineers. Guarantees, where existing, must be contained in other provisions of the collective agreement; and the company maintained that no provision in this agreement specified a guarantee for engineers in passenger service.

The arbitrator noted that, on the days in question, the trains did not operate over the territory covered by the employees' bulletined assignment, because they were cancelled. The two engineers were therefore in no different a position than they would have been if the runs had been cancelled for any other reason.

The arbitrator found nothing in the agreement stating that, in such circumstances, the employees concerned were to be paid. He declared that the provision concerning piloting had no bearing in this case. It applied only when an engineer in charge of an engine is "ordered" over a subdivision with which he is not familiar, in which case he must be furnished with a pilot; it does not establish his right to do so if passage on his ordinary run cannot be made.

For these reasons, the arbitrator disallowed the claims.

CASE NO. 98

Dispute between the Canadian National Railway Company and the Brotherhood of Railroad Trainmen over sixteen time claims submitted by two yardmen.

A junior yard helper assigned to the

spare board was assigned to a temporary vacancy on a regular relief assignment in accordance with an article of the agreement reading: "Should no applications be received for a temporary vacancy as yard helper, the junior yard helper assigned to the spare board at the terminal will be assigned."

The yard helper worked four days a week at Niagara Falls and one day at Welland, a subsidiary station of Niagara Falls. In addition to the payments received for travel time between Niagara Falls and Welland, and for the shift work at Welland, the yard helper submitted a time claim for payment for two hours travelling time from Welland to Niagara Falls. The company declined payment of the claim, and the brotherhood said that the company had violated an article of the collective agreement.

Fifteen similar claims were submitted also by a second yardman, and these claims were also declined by the company.

The brotherhood contended that if an employee is ordered to work on a particular assignment, the rule provides compensation for all deadheading. But the company argued that the rule stipulated compensation for only the deadheading at the beginning of the assignment, and deadheading at the completion of such work.

The company said that when the yard helper was ordered from Niagara Falls to Welland to fill the vacancy, he was compensated for deadheading. When he returned to Niagara Falls, he was then travelling in the course of the assignment, and this should not be compensated for under the collective agreement.

The arbitrator said that the agreement made no reference to those who seek an assignment away from their home terminal. Those who are ordered by the company to go are compensated for the deadheading time involved.

"Whether those who are ordered to such an assignment are only entitled to be paid, however, when deadheading to and returning after the whole assignment has been completed is not clear, nor is it clear that they are paid for deadheading while actually travelling on the assignment," the arbitrator said. "In other words, ambiguity exists in the language used to make the actual intent clear."

The company referred to a quote concerning Case No. 11 which appeared in Case No. 14 (L. G. 1965, p. 1086), reading: "If ambiguity does exist, past practice . . . becomes important in attempting to determine what the parties had in mind designing the provision."

The company pointed out that, since 1953, the assignment on which the yard helper was working was only one of a number of similar assignments, and that it was the first time an employee had submitted a claim of this nature for deadheading.

The arbitrator said that despite past practice, if the language used is clear and explicit, he had to adhere to the precise words used. In this instance, the difference between the intent to cover deadhead travel and that necessary to reach the point of assignment was not clear. "If the former is to prevail, it remains, in my opinion, the subject for possible future negotiations," he said.

The claims of both yardmen, therefore, had to be disallowed.

CASE NO. 99

Ex-parte dispute between the Canadian Pacific Railway Company (SD & PC Dept.) and the Brotherhood of Railroad Trainmen over the interpretation and application of an article of the collective agreement concerning rest en route.

The company posted an operating schedule showing a deduction for rest en route of two hours and one minute. The crews assigned to the train left the home depot at 12.30 p.m. and arrived at their destination at 12.01 a.m.

The brotherhood contended that the company could not deduct rest en route if a train arrives at the terminal before 6 a.m. They quoted an article that said: "Where overnight travel is involved, a maximum of eight hours may be deducted for rest between the hours of 10 p.m. and 6 a.m. If an employee, having gone on rest, is called for service early, he will be paid for the time worked in advance of scheduled reporting time at one and one half times the basic hourly rate, separate and apart from his quarterly guarantee."

Conversely, the company quoted a second article, reading: "Time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal subject to deductions for rest periods en route and at turnaround point. No deduction for release time less than two hours will be made."

The company referred also to Case No. 30 (L. G. 1966, p. 325) in which the company released the train employees one hour and 25 minutes before arrival at the turnaround point. A distinction in that award was drawn between the words ". . . until released at other designated terminal" and a deduction for a rest period en route. At that time the arbitrator said, "A study of the article convinces the governing words for time computation on this run for these employees are 'until released at other designated terminal' and that in the circumstances . . . only one hour and 25 minutes can properly be deducted as a rest period 'en route'."

The arbitrator pointed out that this was in conformity with the intent indicated in an article stating: ". . . subject to deductions for rest period en route and at turnaround point."

The arbitrator said that the significance of the last sentence of this article, "No deductions for release time less than two hours will be made," is to be gleaned from the example following this provision, stating: "If not released for two hours or more at turnaround point, no deduction for rest will be made." In other words, the arbitrator said, "release time" is something entirely different from "rest periods en route." This section of the collective agreement clearly contemplated an unspecified deduction for a rest period en route, and the operating schedule indicated a rest period en route of two hours and one minute.

Concluded the arbitrator: "I therefore find the crew in question were paid in accordance with the exacting provisions of the collective agreement."

Insurance Registrations And Other UIC Statistics

On November 30, 1967 insurance books or contribution cards had been issued to 4,988,336 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 395,039, a decrease of 1,341 since October 31.

During November there were 12,891 investigations conducted by enforcement officers across Canada. Of these, 10,137 were spot checks of claims to verify the fulfilment of statutory conditions, and 697 were miscellaneous investigations. The remaining 2,057 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 355 cases, 109 against employers and 246 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 773.*

Revenue received by the Unemployment Insurance Fund in November totalled $33,395,064.75 compared with $39,045,966.52 in October and $38,302,808.55 in November 1966.

Benefits paid in November totalled $19,886,170.84 compared with $15,493,858.32 in October and $14,286,899.89 in November 1966.

The balance in the Fund on November 30 was $359,815,429.18 compared with $346,306,535.27 on October 31 and $273,478,606.49 on November 30, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the Department of Labour Library

List No. 229

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed maybe borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

AUTOMATION — LABOUR ASPECTS

1. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Some Aspects of the Manpower Problem in New Brunswick Woodlands*. Fredericton, 1967. Pp. 53.

An examination of mechanization in the forest industry of New Brunswick and its effects on workers.

2. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Technical Change and Manpower Planning; Co-ordination at Enterprise Level; a Series of National Case Studies*, edited by Solomon Barkin. Paris, 1967. Pp. 287.

Contains "29 case studies prepared in eight countries on the methods of programming technological change and manpower adjustments."

COLLECTIVE BARGAINING

3. CENTRAL LABOUR UNION CONFERENCE, UNIVERSITY OF ILLINOIS. 18th, 1966. *Collective Bargaining for State and Local Public Employees; Three Papers presented at the 18th Annual Central Labor Union Conference, December 9, 1966, Robert Allerton Park, University of Illinois*. [Urbana, Ill.? University of Illinois? 1967?] Pp. 20.

Conference sponsored by the Illinois State Federation of Labor and Congress of Industrial Organizations and conducted by the University of Illinois, Institute of Labor and Industrial Relations [and] Division of University Extension.

Contents: Notes in legislative developments in collective bargaining for state and local employees [by] Milton Derber. Collective bargaining for public employees: problems from the viewpoint of state and local government agencies [by] Frank P. Zeidler. Collective bargaining for public employees: problems from the viewpoint of employees and unions [by] Thomas L. Beagley. Key questions [asked by] State of Illinois Governor's Advisory Commission on Labor-Management Policy for Public Employees.

4. LEVINSON, HAROLD MYER. *Determining Forces in Collective Wage Bargaining*. New York, Wiley, 1966. Pp. ix, 283.

Presents a detailed analysis of collective bargaining developments in six major industries from 1945 to 1962. The six industries are airframe, lumber, paper, longshore, offshore maritime, and over-the-road trucking.

5. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DEPARTMENT. *Ferment in Collective Bargaining; National Climate and Emerging Trends*. New York [1967?] Pp. 19.

Consists of talks by panelists at a special session at NAM's 71st Congress of American Industry on the theme, *New dimensions in labor-management relations*.

Contents: Which way collective bargaining? By William H. Smith. The NLRB's role in today's bargaining: help or hindrance? By F. A. O'Connell. Crisis bargaining and its public impact [by] Douglas Soutar. Getting union co-operation in achieving company goals [by] John E. Groves. Tomorrow at the bargaining table [by] Darrell F. Brown.

6. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS COMMITTEE. SUBCOMMITTEE ON COLLECTIVE BARGAINING. *When Management negotiates; a Guidebook for Sound Collective Bargaining*. New York, c1967. Pp. 56.

A step-by-step guide for preparing for collective bargaining. References are made to U.S. laws.

7. WARNER, KENNETH OREN. *Public Management at the Bargaining Table* [by] Kenneth O. Warner [and] Mary L. Hennessy. Chicago, Public Personnel Association [c1967] Pp. 490.

This book "describes the framework within which public management now deals with employee organizations and gives a brief account of emerging practices. Upon this background it offers practical suggestions about the planning and conduct of collective bargaining, and the policy and procedural decisions that must be reached to maintain harmonious relations with employee organizations. It contains some tentative conclusions about the future of collective bargaining in the public service, and what the future may hold for public administrators. Finally, it includes documents and other source material that permit students and practitioners to gain a broader view of the subject."

ECONOMIC CONDITIONS

8. ISAAC, JOSEPH EZRA, ed. *Australian Labour Economics: Readings*. Edited by J. E. Isaac and G. W. Ford. Melbourne, Sun Books, 1967. Pp. 452.

Paperback edition. This book is divided into two sections, one dealing with problems of wage fixing and the other with the labour force.

9. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1966*. Bangkok, 1967. Pp. 284.

INDUSTRIAL RELATIONS

10. ADLER, PHILIP. *A Historical Study of Management-Labor Relations pertaining to the Dieselization of Railroads in*

the United States. Ann Arbor, Mich., University Microfilms, 1967. Pp. 276.

Thesis (Ph.D.) — Ohio State University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

The study is particularly concerned with the impact of dieselization upon engine crew personnel.

11. CONFERENCE ON LAW AND INDUSTRIAL RELATIONS, UNIVERSITY OF TORONTO, 1966. *Law and Industrial Relations; Conference Proceedings, May 26-27, 1966*. H. W. Arthurs and John H. G. Crispo, editors. Toronto, Centre for Industrial Relations, University of Toronto, 1967. Pp. 106.

Contains addresses delivered at the plenary sessions of the conference and summaries of the panel discussions. The main topics considered were the changing climate of industrial relations, the legal duty to bargain in good faith, technological change and security of employment, the settlement of public interest disputes, collective bargaining in Sweden, labour-management co-operation and national planning, the role of employers' associations, the structure of the labour movement, the role of the courts in regulating industrial conflict in Canada, the U.S., and in Great Britain.

12. OCHELTREE, KEITH, ed. *Government Labor Relations in Transition*. Chicago, Public Personnel Association, 1966. Pp. 63.

Contents: Past, present, and some prognostications, by I. Klaus. Wisconsin Employment Relations Board, by A. Anderson. Public employee dispute settlement: the Wisconsin experience, by J. A. Belasco. Staff relations in the public service of Canada, by O. P. Divivedi. The British Post Office strike of 1964, by B. V. H. Schneider. Collective bargaining in city X, by J. A. Belasco. Union agreements in local government in the United States, by R. W. Coppock.

13. WEINTRAUB, ANDREW RICHARD. *An Analysis of the Cyclical Pattern of Strikes in the United States, 1951-1961*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 116.

Thesis (Ph.D.) — Rutgers University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

Examines the "cyclical nature of strike beginnings and its relationship to other economic forces."

INDUSTRY

14. ONTARIO ECONOMIC COUNCIL. *Why, Where, How and Would They do it again? A Review of the Site Selection Process and Subsequent Experience of Forty-two Industries locating in Ontario's Smaller Centres, A Report*. Toronto, 1967. Pp. 19.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Industrial Statistics, 1900-1962. Statistiques industrielles, 1900-1962*. Paris, 1964. Pp. 174.

LABOUR BUREAUS

16. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Proceedings of the 50th Anniversary Conference of British Columbia Department of Labour, May 19, 1967*. [Victoria? 1967] Pp. 70, 11.

Contains addresses by the Hon. L. R. Peterson, B.C. Minister of Labour, and Raymond F. Male, Commissioner of the New Jersey Department of Labor and Industry, and remarks by panel members participating in two panels, "the use of injunctions in labour disputes", and "the implications of technological change for industrial relations."

17. NOVA SCOTIA. DEPARTMENT OF LABOUR. *The Nova Scotia Department of Labour*. [Halifax, 1967?] 1 vol.

This pamphlet describes the services offered by the Nova Scotia Department of Labour.

LABOUR ORGANIZATION

18. SAPOSS, DAVID JOSEPH. *Case Studies in Labor Ideology; an Analysis of Labor, Political and Trade Union Activity as influenced by Ideology; Philosophic, Structural and Procedural Adaptations since World War I*. Honolulu, Industrial Relations Centre, University of Hawaii, 1964-1965. 2 vols. (in Labour Library).

Contents: No. 1. The Nordic countries: Denmark, Finland, Iceland, Norway, and Sweden — No. 2. Central European countries: Austria and Western Germany.

19. U.S. OFFICE OF LABOR-MANAGEMENT POLICY DEPARTMENT. *Local Union Election Appeals*. Washington, GPO, 1967. Pp. 44.

Under a section of the Labor-Management Reporting and Disclosure Act of 1959 a union member who feels his union has violated the election requirements of the act may file a complaint with the Secretary of Labor after first having taken the matter up with his organization and not receiving a satisfactory solution within three months. This study examines these questions: "How long does it take to process these election protests through the union? what procedures do they follow? is there any relationship between differences in procedures and the time taken to reach a decision?" This report analyzes the cases investigated and closed from September 1959 (when the Act was passed) until March 31, 1965.

LABOUR SUPPLY

20. FORD, JOSEPH WILLIAM. *Manpower Legislation and the Problem of Structural Unemployment*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 233.

Thesis (Ph.D.) — Fordham University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

"This study was centered upon a detailed examination of three important developments: (1) an analysis of the two major streams of unemployment literature, the aggregate demand and the structural transformation hypotheses, in each of which widely different roles for manpower legislation are posited; (2) a comparison of manpower programs in the 1930's and the 1960's from which recurrent themes and barriers are uncovered; and (3) an investigation of current labor market theory and policy in which is found a restricted and ambiguous role for the legislation."

21. MAZEK, WARREN F. *The Efficacy of Labor Migration with Special Emphasis on Depressed Areas*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 254.

Thesis (Ph.D.) — University of Pittsburgh, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

Contents: The theory of labor mobility. The theory and studies of labor migration. A test of the theory of labor migration. The efficacy of labor migration. The implications of labor migration for depressed areas. Summary and conclusions.

22. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Foreign Worker; Adaptation to Industrial Work and Urban Life* [by] R. Descloitres. Paris, 1967. Pp. 173.

This study is based on a survey on public and private programs and measures to facilitate the social adjustment of

migrant workers conducted in 1963 in twelve OECD countries and among nine international organizations.

23. [SCANDINAVIAN REGIONAL SEMINAR ON ACTIVE MANPOWER POLICY, OSLO, 1965] *Active Manpower Policy; Scandinavian Regional Seminar, Oslo, 23rd-24th November, 1965; Final Report.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1967. Pp. 53.

Participants from Denmark, Finland, Norway, and Sweden attended this seminar. The main topics discussed were the role of the OECD, the labour market policy of the Scandinavian countries, the foreign labour force, adult vocational training, and women in the labour market.

24. [TRADE UNION SEMINAR ON MANPOWER PROBLEMS IN THE SERVICE SECTOR, 1966] *Manpower Problems in the Service Sector.* [*Background Report for a Trade Union Seminar*] Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1967. Pp. 124.

Manpower Problems in the Service Sector. Papers for a Trade Union Seminar. Supplement to the Report. Paris, 1966. Pp. 237.

Place where conference was held is not given.

The background report consists of a summary of papers and discussions, and an interpretative essay by Solomon Barkin, Deputy to the Director for Manpower and Social Affairs and Head of the Social Affairs Division of OECD. The supplementary volume contains papers prepared for the seminar and is divided into four sections. The first section considers the growth of the service section; the second outlines manpower problems in individual branches; the third reviews several problems common to most branches; and, the fourth considers governmental manpower policies in the service sector.

25. U.S. DEPARTMENT OF LABOUR. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH. *Technology and Manpower in the Health Service Industry, 1965-75.* Washington, GPO, 1967. Pp. 109.

Examines manpower trends in health facilities, technological developments affecting manpower, and the outlook for health manpower, 1965 to 1975. The "health service industry" is used to designate both public and private 'establishments primarily engaged in furnishing medical, surgical, and other health services to persons.' It can include hospitals, privately owned nursing and rest homes, medical and dental laboratories, and offices and other health service establishments (privately owned by groups or individuals, providing the services of physicians, dentists, chiropractors, optometrists, physical therapists, or others).

26. U.S. NATIONAL SCIENCE FOUNDATION. *The Prospective Manpower Situation for Science and Engineering Staff in Universities and Colleges, 1965-75.* Washington, GPO, 1967. Pp. 25.

LABOURING CLASSES

27. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *50 Years of Service, 1917* [*to*] *1967.* Vancouver, 1967. Pp. 20.

28. COOP, ROBERT. *Strengthening Employee Performance Evaluation* [by] Robert Coop [and others. Chicago] Public Personnel Association [1966] Pp. 46.

Originally presented at a seminar dealing with employee performance evaluation in the public service.

29. HOOS, IDA RUSSAKOFF. *Retraining the Work Force; an Analysis of Current Experience.* Berkeley, University of California Press, 1967. Pp. 28.

Among other things this book "describes the kinds of retraining programs in existence [in the U.S.], the reasons for their establishment, their sponsors and administration, and their results judged in terms of graduates' upgrading, job security, and employment opportunity." Case studies are included.

30. INDUSTRIAL SOCIETY. *Shift Work, Current Practice in Gt. Britain, 1966.* London, 1967. Pp. 47.

Based on information received from over 200 companies, this report contains statistical information concerning the companies' current practices with regard to shift work.

31. INTERNATIONAL LABOUR OFFICE. *Discrimination in Employment and Occupation: Standards and Policy Statements adopted under the Auspices of the I.L.O.* Geneva, 1967. Pp. 56.

At head of title: International Labour Organization.

Title in French: Discrimination en matière d'emploi et de profession . . .

BUREAU INTERNATIONAL DU TRAVAIL. *Discrimination en matière d'emploi et de profession: normes et déclarations de principe adoptées sous les auspices de l'O.I.T.* Genève, 1967. Pp. 58.

Au dessus du titre: Organisation internationale du Travail.

32. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-hour for the Private Economy, 1947-66.* Washington, 1967. Pp. [5].

MARKETING

33. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Appraising the Market for New Industrial Products,* by Morgan B. MacDonald. New York, 1967. Pp. 112.

This study examines current practices of industrial products companies in assessing the markets for their new product. Contents: Introduction. Pretesting new product ideas. Estimating market potential. Pretesting the product and its market.

34. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Evaluating Media,* by Harry Deane Wolfe [and others] New York, 1966. Pp. 185.

Based on a three-year investigation of many U.S. and Canadian and British advertisers, agencies, and research organizations, this report describes and appraises techniques for evaluating advertising vehicles and media types. Twenty-five case studies are included.

RESEARCH

35. U.S. NATIONAL SCIENCE FOUNDATION. *Geographic Distribution of Federal Funds for Research and Development, Fiscal Year 1965.* Washington, GPO, 1967. Pp. 188.

36. U.S. NATIONAL SCIENCE FOUNDATION. *National Patterns of R&D Resources; Funds and Manpower in the United States* [*1953-68.* Washington, GPO, 1967] Pp. 26.

SEMINARS ON MANPOWER POLICY AND PROGRAM

The following three reports and seminars were sponsored and issued by the U.S. Department of Labor in Washington in 1967.

37. GOLDFINGER, NATHANIEL. *Labor's View of Manpower Policy.* Pp. 31.

"Condensed transcript of the seminar held in Washington, D.C., December 15, 1966."

Mr. Goldfinger discussed employment and unemployment trends among Negroes, including job opportunities and job training, discrimination in employment.

38. HALL, EDWARD TWITCHELL. *The Manpower Potential in our Ethnic Groups.* Pp. 24.

"Condensed transcript of the seminar held in Washington, D.C., January 12, 1967."

Dr. Hall, the noted anthropologist, said, "I would like to introduce the notion that all peoples have particular talents — culturally produced — some of which can be translated into skills useful to mid-century American life." His talk and the subsequent discussion period were devoted to this sentiment.

39. MILLER, PAUL AUSBORN. *University Perspectives on Manpower*. Pp. 28.

"Condensed transcript of the seminar held in Washington, D.C., September 14, 1966."

Dr. Miller, Assistant Secretary for Education of the U.S. Department of Health, Education, and Welfare and a former university president, spoke about ways the university can help in developing manpower.

SOCIAL SECURITY

40. GREAT BRITAIN. MINISTRY OF SOCIAL SECURITY. *Annual Report, 1966*. London, HMSO, 1967. Pp. 175.

The Ministry of Social Security came into existence on August 6th, 1966, superseding the Ministry of Pensions and National Insurance.

41. U.S. SOCIAL SECURITY ADMINISTRATION. *Social Security Programs throughout the World, 1967*. Washington, GPO, 1967. Pp. 239.

Presents information for 120 different countries in tabular form under the following headings: dates of basic laws and types of programs, coverage, source of funds, qualifying conditions, cash benefits for insured workers (except permanent disability), permanent disability and medical benefits for insured workers, survivor benefits and medical benefits for dependents, and, administrative organization.

UNIVERSITIES AND COLLEGES

42. INSTITUTE OF INTERNATIONAL EDUCATION. *Open Doors, 1967; Report on International Exchange*. New York, 1967. Pp. 64.

43. SHEFFIELD, EDWARD FLETCHER. *Enrolment in Canadian Universities and Colleges to 1976/77 (1966 Projection). Inscriptions aux universités et collèges canadiens jusqu'en 1976/77. (Prévisions faites en 1966)*. By Edward F. Sheffield. Ottawa, Association of Universities and Colleges of Canada, 1966. Pp. 20.

English and French text in parallel columns.

WAGES AND HOURS

44. CHINERINE, LAWRENCE. *An Econometric Analysis of Regional Wage Differentials*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 209.

Thesis (Ph.D.) — Brown University, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography by University Microfilms . . ."

"This study represents an attempt at specifying those economic forces which explain why wages differ among regions, or to explain the existence of regional wage differentials."

45. COHEN, PHILLIP. *Wage and Employment Implications of Minimum Wage and Hour Legislation. Paper presented to the 25th Interstate Conference on Labor Statistics, Toronto, June 13, 1967*. [Ottawa, Canada Dept. of Labour ? 1967] Pp. 12.

A discussion of experience under the Canada Labour (Standards) Code, which came into effect in 1965.

46. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Motion Picture Theaters, April 1966*. Washington GPO, 1967. Pp. 48.

WOMEN

47. UNITED CHURCH OF CANADA. COMMISSION ON THE GAINFUL EMPLOYMENT OF MARRIED WOMEN. *Married Women working; Report*. Toronto, General Council, United Church of Canada [1963 ?] Pp. 59.

The Commission had the following terms of reference:

"1. To make a fact-finding study of the gainful employment of married women.

2. To take cognizance of the effects of such employment on small children, school children, adolescents and husbands.

3. To examine carefully the change in patterns of family life, both as a cause and as a consequence of the gainful employment of married women.

4. To make recommendations on how the church and the community might help to solve some of the problems involved and to minister to the needs of these persons and families."

48. U.S. WOMEN'S BUREAU. *Background Facts on Women Workers in the United States*. May 1967. Washington, 1967. Pp. 17.

49. U.S. WOMEN'S BUREAU. *Working Mothers and the Need for Child Care Services*. Washington, 1967. Pp. 24.

50. U.S. WOMEN'S BUREAU. *Trends in Educational Attainment of Women*. Washington, GPO, 1967. Pp. 19.

MISCELLANEOUS

51. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *We the Peoples: Canada and the United Nations, 1945-1965*. Ottawa, Queen's Printer, 1966. Pp. 108.

Title in French: Nous, peuples; le Canada et les Nations Unies, 1945-1965.

A history of Canada's participation in United Nations activities during the 20 years of that Organization's existence.

CANADA. MINISTÈRE D'ÉTAT AUX AFFAIRES EXTÉRIEURES. *Nous, peuples; le Canada et les Nations Unies, 1945-1965*. Ottawa, Imprimeur de la Reine, 1966. Pp. 122.

52. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Modernizing State Government: a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1964. Pp. 85.

53. GREAT BRITAIN. COMMITTEE ON THE AGE OF MAJORITY. *Report*. London, HMSO, 1967. Pp. 207.

The Committee's terms of reference were "to consider whether any changes are desirable in the law relating to contracts made by persons under 21 and to their power to hold and dispose of property, and in the law relating to marriage by such persons and to the power to make them wards of court."

54. INTERNATIONAL LABOUR OFFICE. *Third Special Report of the Director-General on the Application of the Declaration concerning the Policy of "Apartheid" of the Republic of South Africa*. Geneva, 1967. Pp. 39.

At head of title: International Labour Conference. Fifty-first session, Geneva, 1967.

55. KLEINGARTNER, ARCHIE. *Professionalism and Salaried Worker Organization*. [Madison, Wis.] Industrial Relations Research Institute, University of Wisconsin, 1967. Pp. 113.

This study seeks to identify and examine what constitutes "professionalism," with special reference to the protective

organizations which are attempting to recruit and represent professional employees.

56. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Public Administration and Economic Development.* Paris, 1967. Pp. 208.

Presents the text of lectures given at an OECD seminar in Alcala de Henares, Spain, September 13th to 25th, 1965.

". . . The OECD organised in September 1965 at the Civil Service Training Centre in Alcala de Henares [Spain] a two-week study course on methods of improving the general effectiveness of public administration as an instrument of economic and social development." About thirty highly placed civil servants from Greece, Portugal, Spain, Turkey, and Yugoslavia attended.

57. U.S. BUREAU OF LABOR STATISTICS. *The Consumer Price Index: Technical Notes, 1959-63.* Washington, GPO, 1967. Pp. 84.

"Contains a summary of technical changes made in the Consumer Price Index data collection and calculation procedures during the period from 1959 through 1963. Among these changes are the rebasing from 1947-49=100 to 1957-59=100; improvements in price collection through expansion of the outlet samples; and improvements in the measurement of the effects of quality changes."

Why the Shortage of Highly Qualified Manpower?

Continued from page 195

and scientists would continue, but that there would be shortages in a wide range of occupations. Extensive changes were leading to increased requirements of highly qualified manpower. These included economic growth, research, and the need for engineers and architects to help in rebuilding cities. Personnel would be required to man the new medicare programs, and similar increases in professional subgroups would be needed.

In Britain, projections made under the national planning indicated that some sectors of the economy would be very much dependent on the supply of trained manpower. There was a tendency to overemphasize the need for engineers and scientists, whereas the need of the army for new officers was not so often mentioned. Even the Catholic Church was having difficulty in getting recruits for the priesthood. As a means of turning the thoughts of boys toward these careers, the army offered tours of military establishments, and the Catholic Church tried to get boys to visit seminaries. Twenty per cent of the Catholic priests in England are reported to have come from Ireland.

In France, much the same situation existed, and national planners said that many objectives could not be reached without an increase in highly trained personnel.

In most advanced countries, the educational systems had failed to produce the trained manpower needed, and the prospect was that this situation would continue. In trying to discover the reasons for this failure, Prof. Porter said, it was thought that sociology might be able to throw some light on the subject.

In the advanced industrial countries, higher-level occupations had been filled by a general upgrading process. Failure of the higher classes, partly owing to a lower birth rate, to produce enough of the kind of manpower required had meant upgrading from lower social levels. This upgrading of the labour force had been accomplished by persuading persons in the middle class and the working class to undertake the necessary training.

The need for overhauling the educational systems was especially evident where mobility was low. The main reliance had been on educating a relatively small number of middle-class children, but in spite of the increased "democratization" of education and free education, there was a considerable loss out of the educational system owing to the difficulty of persuading enough students to stay on. There was also the problem of adjusting available talents to opportunities.

Education in Europe was basically middle class. This relationship between education and class was always the same. Industrialization had created a sub-structure in which the lower class held low ideas about education. It had been supposed that you had only to produce an educational system and everyone would use it. This was a built-in assumption of educational policy in both Europe and America. The idea was that all would wish to profit by the educational apparatus provided, that all you had to do was to help people to get on, and they would take the help offered.

But "mobility aspirations" were not part of working class culture, and even the middle class might prove to have insufficient motivation for the future need for highly qualified manpower. The traditions of the working class subculture were one of the most serious obstacles. Even if there were motivation to move up, other difficulties would have to be overcome, and stronger incentives would be needed. The main concern of the working class was security, not success. This was so not only in the U.S., but also in other countries.

This matter had not been given sufficient study in the U.S., because there was the belief that everyone shared in the middle-class values of getting ahead. In Britain, however, where more consideration had been given to it, it had been found that working-class culture made it difficult to fit children into the kind of educational system needed to produce highly trained manpower.

It was found that, where educational aspirations were acquired, it was usually the mother rather than the father who encouraged them. The father was more "ego involved" in his own work and subculture. He was reluctant to downgrade the importance of his own work. Manual workers always sought to enhance the importance of their own occupations, and there might be good reasons for this, Prof. Porter remarked. Another aspect of working-class subculture that acted as hindrance to the higher education of working-class children was the high value placed on manual work and also on the "blessedness of poverty." Even at the headquarters building of the International Labour Organization, for example, all the sculpture depicted manual workers; and such a notion was deep-seated in all industrial cultures, said Prof. Porter.

Some investigators in Britain—though this was not so much so in the United States—even seemed to doubt the advisability of educating all the working class. The speaker remarked that similar ideas were heard about not bringing civilization to such people as the Eskimos; and there was a strong feeling among some people that working-class cultures ought to be preserved.

The problem was how to prepare working-class children to rise in the class structure, because in order to obtain the necessary number of highly qualified persons, it would be necessary to move down in the class structure to get more people to move up. Educational systems must be regarded as "disfunctional," if they failed to achieve this.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	January 13	7,564	− 1.7	+ 2.7
Employed	January 13	7,100	− 3.3	+ 1.7
Agriculture	January 13	459	− 5.8	+ 1.8
Non-agriculture	January 13	6,641	− 3.2	+ 1.7
Paid workers	January 13	6,132	− 3.0	+ 1.8
At work 35 hours or more	January 13	5,654	− 5.7	− 2.9
At work less than 35 hours	January 13	1,135	− 0.8	+20.6
Employed but not at work	January 13	311	+49.5	+42.0
Unemployed	January 13	464	+31.4	+21.8
Atlantic	January 13	67	+59.5	+13.6
Quebec	January 13	166	+31.7	+24.8
Ontario	January 13	120	+31.9	+17.6
Prairie	January 13	52	+15.6	+36.8
Pacific	January 13	59	+20.4	+20.4
Without work and seeking work	January 13	417	+27.9	+21.9
On temporary layoff up to 30 days	January 13	47	+74.1	+20.5
INDUSTRIAL EMPLOYMENT (1961 = 100)	October	124.6	− 1.0	+ 0.3
Manufacturing employment (1961 = 100)	October	123.3	− 1.8	− 2.2
IMMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	56	+ 1.8	−11.1
No. of workers involved	January	19,758	+109.4	−27.8
Duration in man-days	January	207,390	+ 37.1	−11.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	October	$105.08	+ 0.3	+ 5.7
Average hourly earnings (mfg.)	October	$2.44	+ 0.4	+ 6.6
Average hours worked per week (mfg.)	October	40.8	0.0	− 1.0
Average weekly wages (mfg.)	October	$99.76	+ 0.6	+ 5.6
Consumer price index (1949 = 100)	January	152.6	+ 0.5	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 — 100)	October	114.7	+ 0.3	+ 1.8
Total labour income (thousands of dollars)	October	2,780	− 0.9	+ 7.4
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	November	298.8	+ 3.1	+ 2.7
Manufacturing	November	264.7	+ 3.2	+ 1.6
Durables	November	273.1	+ 5.9	+ 0.9
Non-durables	November	257.5	+ 0.7	+ 2.3
NEW RESIDENTIAL CONSTRUCTION†				
Starts	December	8,761	−26.3	− 2.6
Completions	December	9,764	−22.6	− 7.3
Under construction	December	82,616	− 1.3	+15.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the Characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended January 13, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,564	615	2,136	2,804	1,248	761
Men	5,217	431	1,490	1,908	866	522
Women	2,347	184	646	896	382	239
14-19 years	713	64	206	236	136	71
20-24 years	1,085	108	353	363	168	93
25-44 years	3,281	233	939	1,257	513	339
45-64 years	2,284	191	589	871	394	239
65 years and over	201	19	49	77	37	19
EMPLOYED	7,100	548	1,970	2,684	1,196	702
Men	4,833	371	1,348	1,817	322	475
Women	2,267	177	622	867	374	227
Agriculture	459	24	93	123	200	19
Non-agriculture	6,641	524	1,877	2,561	996	683
Paid workers	6,132	476	1,726	2,395	915	620
Men	4,043	317	1,158	1,580	578	410
Women	2,089	159	568	815	337	210
UNEMPLOYED	464	67	166	120	52	59
Men	384	60	142	91	44	47
Women	80	*	24	29	*	12
PERSONS NOT IN LABOUR FORCE	6,522	708	1,923	2,206	1,049	636
Men	1,763	224	512	563	293	171
Women	4,759	484	1,411	1,643	756	465

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended January 13, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,086	2,334	3,981	1,120	4,112	1,050	1,489
LABOUR FORCE	7,564	713	3,791	890	1,236	733	201
Employed	7,100	625	3,590	778	1,210	707	190
Unemployed	464	88	201	112	26	26	11
NOT IN LABOUR FORCE	6,522	1,621	190	230	2,876	317	1,288
PARTICIPATION RATE†							
1968—Jan. 13	53.7	30.5	95.2	79.5	30.1	69.8	13.5
1967—Dec. 9	54.8	32.7	95.7	80.8	31.3	70.7	13.9
UNEMPLOYMENT RATE‡							
1968—Jan. 13	6.1	12.3	5.3	12.6	2.1	3.5	5.5
1967—Dec. 9	4.6	9.9	3.6	9.6	1.8	3.3	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended January 13, 1968

	Jan. 1968	Dec. 1967	Jan. 1967
	(in thousands)		
TOTAL UNEMPLOYED	464	353	381
On temporary layoff up to 30 days	47	27	39
Without work and seeking work	417	326	342
SEEKING			
Full-time work	400	312	330
Part-time work	17	14	12
Under 1 month	134	116	127
1-3 months	195	135	153
4-6 months	51	42	36
More than 6 months	37	33	26

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	*Manufacturing*	*Transportation, Storage and Communication‡*	*Forestry*	*Construction*	*Public Utilities*	*Trade*	*Finance, Services (including Government)*	*Supplementary Labour Income*	*Totals ** *
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.4	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September	68.7	738.0	243.1	43.1	236.5	49.7	382.9	897.1	112.7	2,801.4
October*	68.9	732.9	241.6	42.6	234.9	49.9	388.6	889.6	112.7	2,785.3
November†	69.0	732.7	240.3	42.0	221.3	50.3	396.5	890.4	112.9	2,773.8
Seasonally Adjusted										
1962—Total	559	5,699	1,909	300	1,357	378	3,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	2,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.8
August	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September	69.3	726.5	235.5	35.8	207.4	49.0	382.8	879.4	111.4	2,719.5
October*	68.9	721.7	236.4	36.3	203.6	49.1	384.4	882.2	111.5	2,716.9
November†	68.9	726.2	238.6	36.8	210.1	50.2	386.0	889.2	112.2	2,740.4

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1967, employers in the principal non-agricultural industries reported a total employment of 3,667,284. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours or work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weeky Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September*	125.9	133.9	104.77	125.5	133.0	108.45
October†	124.6	134.3	105.08	123.3	133.9	109.22

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Oct. 1967	*Sept. 1967*	*Oct. 1966*	*Oct. 1967*	*Sept. 1967*	*Oct. 1966*
	(*1961 = 100*)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.6	124.2	121.6	86.16	85.98	80.55
Newfoundland	129.6	134.1	134.4	92.60	91.69	87.06
Prince Edward Island	135.2	140.7	139.5	70.53	70.83	64.51
Nova Scotia	116.5	117.6	117.0	83.47	83.84	78.70
New Brunswick	121.2	124.2	117.3	86.51	86.06	79.77
Quebec	122.3	122.7	122.0	103.90	103.05	98.20
Ontario	126.2	127.1	126.6	108.21	107.82	102.62
Prairie Region	123.6	125.1	119.7	98.78	99.03	93.32
Manitoba	117.8	119.1	114.7	94.14	94.22	87.25
Saskatchewan	124.0	124.7	120.7	96.95	97.21	92.41
Alberta	128.4	130.4	123.6	103.14	103.49	98.53
British Columbia	129.4	133.1	128.8	116.48	117.23	110.22
CANADA	124.6	125.9	124.2	105.08	104.77	99.43
URBAN AREAS						
St. John's	148.1	145.7	147.2	82.43	82.58	77.65
Halifax	114.9	115.7	111.5	86.19	86.42	80.19
Sydney	101.6	100.2	103.1	95.18	94.70	93.06
Moncton	120.8	118.8	120.1	81.45	82.18	73.90
Saint John	109.1	110.9	106.2	88.84	84.89	79.50
Chicoutimi	111.1	111.8	114.4	121.54	121.71	117.59
Montreal	124.7	124.0	123.9	104.98	103.96	99.56
Quebec	118.4	120.5	118.6	89.87	89.61	84.47
Shawinigan	95.9	97.7	108.6	104.81	105.39	103.85
Sherbrooke	120.4	121.8	122.2	88.54	86.76	84.05
Trois-Rivières	116.2	113.7	118.9	97.55	96.55	93.56
Ottawa-Hull	125.3	125.5	120.7	97.98	98.10	91.78
Belleville	117.0	117.7	115.8	91.61	90.13	87.24
Brampton	255.9	250.7	240.3	106.17	107.19	106.52
Brantford	133.1	132.1	138.6	103.15	100.47	94.85
Fort William-Port Arthur	126.6	127.8	129.8	103.91	102.90	99.81
Guelph	137.4	137.3	134.9	97.36	97.61	92.25
Hamilton	120.8	121.6	126.2	110.51	109.69	105.67
Kingston	120.1	122.6	125.8	102.24	100.61	97.60
Kitchener	142.8	143.3	146.3	95.68	95.20	89.64
London	125.7	125.7	127.4	99.17	100.13	94.65
Niagara Falls	113.8	121.6	115.1	98.22	98.08	97.59
Oshawa	139.5	137.3	140.6	131.55	129.94	120.43
Peterborough	135.9	134.7	136.1	110.82	111.22	105.79
Sarnia	127.1	124.6	127.5	133.24	132.78	131.79
Sault Ste. Marie	117.2	118.7	125.2	121.16	119.67	116.11
Sudbury	110.1	113.0	103.5	127.57	123.85	114.71
St. Catharines	145.2	147.6	143.5	115.78	115.25	109.64
Timmins	81.2	81.6	96.4	94.86	94.86	103.38
Toronto	127.5	127.9	126.9	108.51	108.22	103.39
Welland	108.6	107.2	115.4	122.53	120.30	118.56
Windsor	147.0	150.1	154.5	121.05	123.01	116.59
Winnipeg	119.5	119.7	117.8	88.65	88.79	82.68
Regina	122.5	123.2	121.4	92.92	93.55	90.19
Saskatoon	151.0	152.3	134.2	93.97	93.69	84.04
Calgary	138.5	140.0	131.7	103.42	104.13	96.76
Edmonton	134.0	133.5	127.8	96.90	97.72	91.80
Vancouver	129.5	130.1	125.1	111.24	111.16	105.72
Victoria	125.0	128.1	124.5	93.22	98.98	90.95

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Oct. 1967†	79.7	118.7	1,625.6	834.3	791.3	392.9	659.4	951.5	264.5	585.6	4,678.0
Sept. 1967*	82.9	119.9	1,648.9	848.0	800.9	403.6	668.5	944.2	264.3	598.7	4,731.0
Oct. 1966	82.4	116.6	1,657.2	845.8	811.4	412.7	655.5	932.9	247.0	553.9	4,658.1
NEWFOUNDLAND											
Oct. 1967†	3.7	5.6	12.6	10.1	2.6	11.2	15.8	16.3	1.8	6.6	73.7
Sept. 1967*	3.4	5.7	12.9	10.3	2.5	11.6	17.6	16.4	1.8	6.7	76.2
Oct. 1966	4.1	6.0	12.9	10.5	2.4	12.3	15.8	16.2	1.6	6.8	75.7
PRINCE EDWARD ISLAND											
Oct. 1967†	0.1	0.1	2.8	2.3	0.5	2.2	2.9	3.9	0.6	1.8	14.4
Sept. 1967*	0.1	0.1	2.9	2.4	0.5	2.4	3.0	3.8	0.6	2.0	14.8
Oct. 1966	0.1	0.1	3.0	2.5	0.5	2.1	3.3	4.1	0.6	1.7	15.0
NOVA SCOTIA											
Oct. 1967†	2.6	7.3	34.1	18.3	15.7	13.6	21.4	29.1	6.3	13.2	127.6
Sept. 1967*	2.6	7.3	34.9	18.8	16.2	13.9	21.7	28.9	6.3	14.0	129.7
Oct. 1966	2.6	7.5	34.5	17.9	16.6	15.0	22.6	28.8	6.0	12.7	129.6
NEW BRUNSWICK											
Oct. 1967†	9.5	2.7	28.0	17.4	10.6	11.2	21.9	23.4	4.2	10.2	111.1
Sept. 1967*	10.4	2.8	29.0	18.4	10.6	11.8	22.2	23.1	4.2	10.7	114.2
Oct. 1966	9.1	2.5	25.7	16.8	8.9	11.6	22.1	23.3	4.1	9.9	108.2
QUEBEC											
Oct. 1967†	29.1	26.2	508.7	311.9	196.8	92.5	183.6	239.6	74.9	161.7	1,316.3
Sept. 1967*	30.2	26.6	510.9	313.9	197.0	95.0	181.7	240.2	74.8	165.7	1,325.1
Oct. 1966	29.6	26.5	515.4	319.4	196.0	111.8	178.2	238.2	70.7	148.0	1,318.4
ONTARIO											
Oct. 1967†	12.6	34.5	806.6	362.4	444.3	147.0	212.8	373.7	115.1	229.4	1,931.9
Sept. 1967*	13.3	34.9	817.4	368.5	448.9	149.1	216.0	369.1	115.1	233.1	1,948.1
Oct. 1966	13.2	33.4	825.7	364.5	461.2	150.9	214.5	364.5	106.6	219.3	1,928.2
MANITOBA											
Oct. 1967†	0.9	6.4	47.2	27.4	19.7	18.1	46.6	53.1	12.3	28.4	212.9
Sept. 1967*	0.9	6.5	47.6	27.7	19.9	18.2	48.1	52.6	12.2	28.7	214.9
Oct. 1966	1.7	5.4	47.6	28.4	19.2	15.6	46.3	51.9	11.9	28.0	208.4
SASKATCHEWAN											
Oct. 1967†	0.2	5.3	15.6	9.8	5.8	17.8	27.2	38.4	8.0	18.0	130.4
Sept. 1967*	0.2	5.4	15.8	9.9	5.8	18.0	27.5	38.4	8.2	18.1	131.6
Oct. 1966	0.2	5.1	14.9	9.7	5.2	16.7	27.4	37.7	7.8	17.0	126.8
ALBERTA											
Oct. 1967†	1.9	18.6	52.0	26.2	25.8	40.1	49.5	75.9	15.9	47.0	300.9
Sept. 1967*	1.9	18.9	52.6	26.4	26.1	41.9	51.1	75.0	15.7	48.4	305.5
Oct. 1966	2.4	18.3	52.6	27.1	25.5	37.0	49.0	73.9	14.5	43.4	291.1
BRITISH COLUMBIA											
Oct. 1967†	19.1	9.9	118.0	48.5	69.5	38.6	76.4	97.7	25.4	68.3	453.4
Sept. 1967*	19.8	10.0	125.0	51.4	73.5	41.0	78.0	96.2	25.3	70.2	465.4
Oct. 1966	19.4	9.8	124.9	48.9	75.9	39.0	75.0	94.1	23.3	66.2	451.6

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average weekly Wages and Salaries*		
	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	108.9	110.0	106.6	132.02	130.39	122.58
Metals	104.4	105.0	102.3	131.76	129.55	122.77
Mineral fuels	103.4	103.5	100.5	140.12	140.00	127.58
Non-metals except fuels	117.5	119.5	111.5	122.95	119.13	114.18
Quarries and sand pits	128.3	131.1	136.3	113.68	114.84	110.83
Services incidental to mining	132.6	136.6	131.1	137.15	137.35	127.25
MANUFACTURING	123.3	125.5	126.0	109.22	108.45	102.86
Durable goods	133.2	135.4	137.2	117.58	116.74	111.63
Non-durable goods	115.4	117.4	117.0	101.46	100.75	94.61
Food and beverages	114.0	120.9	114.7	95.40	93.93	87.63
Foods	114.0	121.8	115.2	92.34	90.87	84.53
Beverages	114.5	115.0	111.2	114.42	114.13	107.61
Tobacco processing and products	94.7	95.1	91.5	111.40	111.33	105.05
Rubber products	125.1	125.5	127.7	112.49	111.18	104.29
Leather products	99.0	97.7	102.9	72.18	72.47	66.89
Textile products	117.3	118.7	122.8	90.36	89.84	84.87
Knitting mills	113.1	112.4	117.2	69.69	69.69	65.69
Clothing	109.1	110.0	115.7	66.99	67.05	63.41
Wood products	105.3	111.9	110.7	98.74	97.95	90.92
Furniture and fixtures	131.6	130.9	136.4	90.24	90.19	85.20
Paper and allied industries	118.7	119.4	119.2	128.59	129.03	120.81
Printing, publishing and allied industries	114.8	115.2	112.6	114.61	114.11	109.27
Primary metal industries	122.3	123.3	125.8	130.76	129.07	124.81
Metal fabricating industries	133.6	134.1	139.1	114.21	113.52	109.57
Machinery, except electrical	146.1	146.1	149.7	123.01	122.22	117.93
Transportation equipment	150.0	155.5	153.6	129.73	129.04	122.84
Electrical products	145.9	146.7	148.5	110.94	110.25	105.75
Non-metallic mineral products	122.4	122.7	125.3	117.02	116.35	110.56
Petroleum and coal products	102.2	103.4	100.4	160.09	159.29	151.71
Chemicals and chemical products	119.2	117.4	117.4	123.76	122.59	117.52
Miscellaneous manufacturing industries	135.9	136.0	138.4	94.55	94.32	88.30
CONSTRUCTION	131.9	133.7	147.3	134.74	135.98	129.75
Building	134.9	134.4	143.0	131.99	131.75	125.69
Engineering	126.7	132.4	155.6	139.79	143.41	137.00
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.5	113.7	109.0	115.90	115.28	108.15
Transportation	110.1	111.4	105.8	114.89	114.05	108.26
Storage	114.5	113.1	117.9	99.92	98.53	95.80
Communication	117.7	119.0	116.8	110.91	110.52	101.22
TRADE	128.5	126.9	124.9	82.14	82.17	77.62
Wholesale trade	123.9	123.6	120.6	102.41	102.24	97.01
Retail trade	131.0	128.8	127.4	71.46	71.45	67.21
FINANCE, INSURANCE AND REAL ESTATE	127.6	127.1	121.7	99.35	99.53	93.90
Financial institutions	129.8	129.0	125.7	96.90	97.07	91.09
Insurance and real estate	124.6	124.5	116.1	102.77	102.95	98.20
SERVICE	157.6	160.4	143.6	76.18	75.89	71.55
Recreational services	140.3	141.2	132.5	67.44	67.68	60.87
Business services	169.9	172.2	162.9	116.92	115.32	109.87
Personal services	145.7	148.6	133.9	56.00	55.99	53.93
Miscellaneous services	192.7	196.6	159.2	84.21	84.81	76.62
INDUSTRIAL COMPOSITE	124.6	125.9	124.2	105.08	104.77	99.43

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966	Oct. 1967	Sept. 1967	Oct. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.2	41.7	42.7	2.89	2.88	2.66	122.08	120.23	113.60
Metals	41.2	40.6	41.5	3.05	3.04	2.80	125.84	123.45	116.17
Mineral fuels	44.0	43.9	44.1	2.42	2.42	2.27	106.30	106.39	100.43
Non-metals, except fuels	43.2	42.2	43.5	2.72	2.68	2.52	117.57	113.22	109.64
Quarries and sand pits	49.3	50.1	52.1	2.29	2.25	2.11	112.75	112.98	109.83
Services incidental to mining	41.2	41.5	42.4	3.13	3.14	2.88	129.01	130.27	122.33
MANUFACTURING	40.8	40.8	41.2	2.44	2.43	2.29	99.76	99.20	94.49
Durable goods	41.5	41.4	42.0	2.63	2.62	2.49	109.19	108.52	104.46
Non-durable goods	40.2	40.3	40.4	2.25	2.23	2.09	90.53	90.07	84.57
Food and beverages	40.1	40.4	40.1	2.14	2.09	1.96	85.80	84.37	78.53
Foods	40.0	40.4	40.0	2.08	2.02	1.90	83.13	81.88	75.87
Beverages	40.7	40.6	41.0	2.62	2.61	2.44	106.74	105.74	100.09
Tobacco processing and products	36.8	36.8	37.7	2.74	2.74	2.58	100.85	100.80	97.24
Rubber products	41.7	41.7	42.1	2.53	2.50	2.32	105.65	104.34	97.87
Leather products	39.3	39.7	38.5	1.67	1.67	1.58	65.83	66.18	60.77
Textile products	41.8	41.8	42.2	1.90	1.90	1.79	79.63	79.34	75.49
Miscellaneous textiles	41.3	41.6	40.5	1.84	1.86	1.64	76.17	77.41	66.39
Knitting mills	41.3	41.7	41.6	1.50	1.49	1.41	61.88	61.98	58.53
Clothing	37.1	37.2	37.6	1.63	1.63	1.53	60.53	60.58	57.65
Wood products	40.6	40.4	40.4	2.32	2.32	2.14	94.15	93.73	86.57
Furniture and fixtures	42.7	42.8	43.2	1.96	1.95	1.84	83.76	83.61	79.56
Paper and allied industries	41.7	41.9	41.9	2.91	2.91	2.71	121.31	122.01	113.63
Pulp and Paper mills	41.7	41.8	41.8	3.19	3.18	2.97	132.84	133.13	123.98
Printing, publishing and allied industries	38.6	38.9	39.1	2.90	2.90	2.77	111.82	112.85	108.18
Primary metal industries	40.8	40.4	41.0	3.00	2.98	2.87	122.21	120.40	117.83
Iron and steel mills	40.0	39.3	40.2	3.13	3.11	3.02	125.30	122.41	121.68
Metal fabricating industries	41.4	41.6	42.3	2.59	2.57	2.46	107.11	106.71	104.27
Machinery, except electrical	41.3	41.3	42.7	2.77	2.74	2.59	114.20	113.42	110.61
Transportation equipment	42.2	42.0	42.5	2.88	2.88	2.72	121.65	121.03	115.70
Aircraft and parts	41.8	42.0	42.7	2.87	2.88	2.68	119.97	120.96	114.50
Motor vehicles	42.7	42.3	42.9	2.97	2.97	2.82	126.81	125.37	120.65
Assembling	45.2	43.2	45.0	3.20	3.17	3.05	144.51	136.82	137.13
Parts and accessories	40.9	41.5	41.0	2.83	2.85	2.65	115.94	118.27	108.84
Shipbuilding and repairing	41.1	40.9	41.1	2.81	2.78	2.59	115.32	113.47	106.28
Electrical products	40.5	40.5	41.5	2.39	2.38	2.25	96.73	96.33	93.38
Communications equipment	39.9	39.4	41.0	2.31	2.31	2.16	91.98	90.89	88.45
Non-metallic mineral products	43.8	43.8	44.2	2.55	2.54	2.39	111.39	111.08	105.73
Petroleum and coal products	42.4	43.0	43.4	3.46	3.42	3.30	146.61	147.11	143.24
Chemical and chemical products	41.0	40.5	41.2	2.64	2.64	2.50	108.26	107.00	102.69
Miscellaneous manufacturing industries	40.8	40.9	41.5	1.98	1.98	1.83	80.99	80.95	75.78
CONSTRUCTION	42.2	43.2	44.3	3.15	3.12	2.91	132.98	134.81	128.78
Building	40.2	40.7	41.8	3.24	3.20	2.98	130.22	130.09	124.47
General contractors	39.9	40.5	41.7	3.10	3.06	2.87	123.60	123.89	119.68
Special trade contractors	40.5	40.8	42.0	3.36	3.33	3.07	136.28	135.68	129.03
Engineering	45.7	47.5	48.8	3.02	3.01	2.80	138.02	143.00	136.47
Highways, bridges and streets	46.3	48.7	50.1	2.50	2.48	2.32	115.87	120.81	116.36
Other engineering	45.1	46.4	47.6	3.58	3.59	3.23	161.37	166.52	153.88
OTHER INDUSTRIES									
Urban transit	42.2	42.7	43.4	3.06	2.80	2.78	129.28	119.27	120.38
Highway and bridge maintenance	41.1	40.5	41.1	2.26	2.23	2.02	92.88	90.18	83.01
Laundries, cleaners and pressers	39.2	39.9	39.2	1.41	1.42	1.34	55.52	56.55	52.60
Hotels, restaurants and taverns	33.7	34.1	34.3	1.42	1.41	1.35	47.94	48.14	46.20

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September*	40.8	2.43	99.20	133.2	114.4
October†	40.8	2.44	99.76	134.0	114.7

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	October 1967	September 1967	October 1966	October 1967	September 1967	October 1966
				$	$	$
Newfoundland	43.0	41.8	39.1	2.08	2.06	1.93
Nova Scotia	39.5	39.9	40.1	1.96	1.94	1.86
New Brunswick	42.0	41.1	41.6	2.06	2.00	1.85
Quebec	41.5	41.5	42.2	2.21	2.20	2.06
Ontario	41.0	41.0	41.4	2.56	2.54	2.42
Manitoba	39.6	39.8	40.3	2.19	2.17	2.00
Saskatchewan	39.5	40.1	40.9	2.52	2.49	2.35
Alberta	39.9	40.1	40.3	2.50	2.48	2.33
British Columbia	37.5	37.7	37.5	3.09	3.04	2.85

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, November 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	20,878	517,422
Prince Edward Island	2,612	59,196
Nova Scotia	29,080	692,691
New Brunswick	25,738	616,022
Quebec	274,286	7,001,335
Ontario	267,301	6,797,331
Manitoba	25,048	611,499
Saskatchewan	13,593	327,663
Alberta	28,298	711,549
British Columbia	97,297	2,551,462
Total, Canada, Nov. 1967	784,131	19,886,170
Total, Canada, Oct. 1967	623,302	15,493,858
Total, Canada, Nov. 1966	590,491	14,286,900

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, November 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	7,374	5,920	1,454	5,120	4,047	1,073	3,302
Prince Edward Island	1,152	952	200	555	409	146	726
Nova Scotia	7,565	5,687	1,878	6,019	4,518	1,501	2,820
New Brunswick	8,981	6,943	2,038	5,953	4,591	1,362	4,243
Quebec	65,445	45,984	19,461	51,811	37,874	13,937	26,609
Ontario	54,208	39,465	14,743	45,793	32,477	13,316	22,440
Manitoba	9,146	7,156	1,990	6,088	4,491	1,597	3,990
Saskatchewan	5,988	4,798	1,190	3,653	2,538	1,115	3,006
Alberta	8,578	6,586	1,992	6,344	4,504	1,840	3,593
British Columbia	25,096	17,844	7,252	21,736	15,123	6,613	8,560
Total, Canada, Nov. 1967	193,533*	141,335	52,198	153,072†	110,572	42,500	79,289
Total, Canada, Oct. 1967	114,895	79,394	35,501	102,938	66,685	36,253	38,828
Total, Canada, Nov. 1966	152,666	112,607	40,059	118,218	84,951	33,267	66,706

*In addition, revised claims received numbered 31,161.

†In addition, 29,717 revised claims were disposed of. Of these 3,509 were special requests not granted and 1,516 were appeals by claimants. Ther were 7,667 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 30, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Oct. 31 1967	Nov. 30 1966
CANADA	336,627	196,818	72,356	40,657	26,796	242,454	266,287
Male	223,197	145,592	44,654	19,461	13,490	148,210	173,343
Female	113,430	51,226	27,702	21,196	13,306	94,244	92,944
NEWFOUNDLAND	12,005	7,870	2,252	1,194	689	6,625	12,107
Male	9,875	6,921	1,731	776	447	4,992	10,232
Female	2,130	949	521	418	242	1,633	1,875
PRINCE EDWARD ISLAND	1,623	1,075	247	184	117	701	1,765
Male	1,101	839	147	58	57	341	1,248
Female	522	236	100	126	60	360	517
NOVA SCOTIA	13,516	7,406	2,734	1,820	1,556	8,875	13,286
Male	9,749	5,751	1,863	1,138	997	6,166	9,962
Female	3,767	1,655	871	682	559	2,709	3,324
NEW BRUNSWICK	13,133	8,156	2,432	1,409	1,136	7,651	14,442
Male	9,390	6,323	1,506	788	773	4,768	10,054
Female	3,743	1,833	926	621	363	2,883	4,388
QUEBEC	114,147	67,072	25,757	13,343	7,975	80,389	83,838
Male	79,739	50,999	17,362	7,158	4,220	52,576	55,699
Female	34,408	16,073	8,395	6,185	3,755	27,813	28,139
ONTARIO	101,608	54,470	22,158	14,830	10,150	87,637	74,595
Male	57,570	34,932	11,793	6,159	4,686	49,103	40,506
Female	44,038	19,538	10,365	8,671	5,464	38,534	34,089
MANITOBA	13,796	8,939	2,359	1,467	1,031	6,369	8,995
Male	9,349	7,015	1,321	618	395	3,296	5,988
Female	4,447	1,924	1,038	849	636	3,073	3,007
SASKATCHEWAN	8,373	5,837	1,372	750	414	3,993	6,768
Male	5,909	4,831	707	223	148	1,924	4,687
Female	2,464	1,006	665	527	266	2,069	2,081
ALBERTA	13,479	8,694	2,466	1,355	964	8,134	11,930
Male	9,009	6,765	1,281	449	514	4,293	7,960
Female	4,470	1,929	1,185	906	450	3,841	3,970
BRITISH COLUMBIA	44,947	27,299	10,579	4,305	2,764	32,080	38,561
Male	31,506	21,216	6,943	2,094	1,253	20,751	27,007
Female	13,441	6,083	3,636	2,211	1,511	11,329	11,554

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1968

	All-Items									
	Jan. 1968	*Dec. 1967*	*Jan. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	131.6	131.1	127.0	127.2	122.7	129.6	127.5	190.7	155.0	126.2
Halifax	144.3	143.4	139.0	143.1	140.6	142.4	144.6	189.8	191.5	140.2
Saint John	147.7	146.6	143.0	146.5	140.2	144.3	156.5	214.5	177.5	139.6
Montreal	151.1	150.1	144.1	157.4	145.9	124.8	184.8	198.9	172.9	137.6
Ottawa	151.4	150.1	145.2	154.1	145.2	138.2	170.5	205.2	165.1	147.0
Toronto	154.1	153.3	148.2	147.5	155.0	140.6	160.5	191.0	212.3	143.7
Winnipeg	149.0	147.7	140.7	150.3	136.4	147.0	153.8	209.5	166.8	154.3
Saskatoon-Regina	142.6	142.4	137.3	146.4	135.3	146.5	144.8	166.8	165.6	136.2
Edmonton-Calgary	143.4	143.1	136.6	141.2	138.2	143.1	147.3	197.0	163.9	131.7
Vancouver	147.4	146.7	140.9	147.4	147.0	136.4	156.9	178.3	163.4	135.1

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16

*Preliminary.

TABLE G-2—Strikes and Lockouts, January 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	1,890
Mines	—	—	—
Manufacturing	33	17,780	187,140
Construction	7	807	3,280
Transportation and utilities	4	261	3,470
Trade	8	494	9,360
Finance	—	—	—
Service	2	31	250
Public administration	1	175	2,000
All Industries	56	19,758	207,390

TABLE G-3—Strikes and Lockouts, January 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	462	6,690
Prince Edward Island	—	—	—
Nova Scotia	1	31	80
New Brunswick	2	215	4,730
Quebec	12	1,512	25,720
Ontario	26	12,839	79,840
Manitoba	1	77	310
Saskatchewan	1	115	170
Alberta	2	32	710
British Columbia	6	4,429	88,750
Federal	2	46	390
All Jurisdictions	56	19,758	207,390

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers January 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *January*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
FORESTRY						
Columbia Cellulose Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	1,890	16,800	Sept. 19 Jan. 15	Wages—Starting rate raised to $2.60 an hr., 10¢ an hr. increased Jan. 1, 1969, 6¢ June 1969, other wage adjustments; ½% increase in holiday pay; night shift differential increased from 6¢ to 10¢, other improvement.
MANUFACTURING						
Food and Beverages						
Fishery Products Ltd., Burin, Nfld.	CLC—chartered local	250	5,500	9,500	Dec. 5 —	Wages—
Weston Bakeries Ltd., Toronto, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	227	3,780	3,780	Jan. 9 —	Wages—
Textiles						
Canadian Automotive Trim (Chrysler Corp. of Canada), Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC)	599	3,290	3,290	Jan. 24 —	Working conditions—
Wood						
Several lumber companies, Various locations British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	80,700	331,400	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Que.	Building and Woodworkers' Federation (CNTU)	203	4,470	15,040	Oct. 19 —	Wages, hours, job evaluation—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	720	720	Jan. 25 —	Wages—
Furniture and Fixtures						
Peppler Division of Stancor Ltd., Hanover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	166	170	170	Jan. 18 Jan. 18	Reshuffling of work force, work assignment—Return of workers.
Paper						
Columbia Cellulose Celgar Lumber Div., & Celgar Pulp Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	3,760	35,500	Sept. 18 Jan. 15	Wages—Starting rate raised to $2.60 an hr., 10¢ an hr. increase Jan. 1, 1969, 6¢ June 1969, other wage adjustments; ½% increase in holiday pay, night shift differential increased from 6¢ to 10¢.
Domtar Pulp & Paper Co., Cornwall, Ont.	Papermakers Loc. 212 (AFL-CIO/CLC)	152	460	460	Jan. 25 Jan. 30	Hiring of efficiency experts by company—Return of workers when injunction issued.
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	372,360	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers January 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			January	*Accumulated*		
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	5,060	15,970	Oct. 23 —	Delayed negotiations in a new contract—
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,950	18,310	Nov. 25 —	Wages—
Transportation Equipment						
General Motors of Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	1,200	450	450	Jan. 5 Jan. 8	Dissatisfaction over contract negotiations—Return of workers.
Chrysler Canada Ltd., Various locations, Ont.	Auto Workers various locals (AFL-CIO/CLC)	8,772	48,490	48,490	Jan. 22 —	Working conditions—
Miscellaneous Manufacturing						
Claude Neon Advertising Ltd., Montreal, Que.	Painters Loc. 1838 (AFL-CIO/CLC)	140	1,680	1,680	Jan. 9 Jan. 25	Wages—30¢ an hr. increase over a 2-yr. contract.
CONSTRUCTION						
Hydro Electric Power Commission, Various locations, Ont.	Plumbers Locs. 46 & 663 (AFL-CIO/CLC)	350	1,050	41,300	July 17 Jan. 5	Disagreement over a clause in new contract—Return of workers.
Foundation Co. of Canada Ltd., Prince Albert, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	115	170	170	Jan. 10 Jan. 12	Protesting changing of hours—Return of workers.
H. J. Kaiser Co. of Canada Ltd., Long Harbour, Nfld.	Various unions	186	620	620	Jan. 27 —	Hours, overtime rates, room and board allowance—
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal-South Shore, Que.	Railway, Transport and General Workers Locs. 511 & 513 (CLC)	120	860	860	Jan. 22 —	Wages—
Trade						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,450	27,970	May 29 —	Union recognition—
Various automobiles dealers, Quebec and area, Que.	CNTU	150	3,250	9,630	Nov. 1 —	Wages, hours in first agreement—
PUBLIC ADMINISTRATION						
Local Administration						
Municipality of Metropolitan Toronto, Metropolitan Toronto, Ont.	Public Employees Loc. 878 (CLC)	175	2,000	2,000	Jan. 1 Jan. 17	Change of administration and subsequent change of union—Return of workers.

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During Fourth Quarter of 1967

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	—	1	—	1	2	—	1	—	—	1	—	6	3.3
20–24	2	2	—	6	5	9	5	1	—	1	1	32	17.7
25–44	2	12	1	10	13	17	17	3	—	1	1	77	42.5
45–64	1	9	1	10	10	8	8	6	1	5	1	60	33.2
65 and over	1	—	—	—	1	1	—	3	—	—	—	6	3.3
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
By Industry and Occupation†													
Farmers (a)	6	—	—	—	—	—	—	—	—	—	—	6	3.3
Loggers (b)	—	18	—	—	—	—	—	—	—	—	—	18	10.0
Fishermen (c)	—	—	2	—	—	—	—	—	—	—	—	2	1.1
Miners (d)	—	—	—	19	—	—	—	—	—	—	—	19	10.5
Craftsmen (e)	—	3	—	5	18	20	9	3	—	—	1	59	32.6
Labourers (f)	—	—	—	—	4	12	1	3	—	—	—	20	11.0
Transport (g)	—	3	—	—	2	1	19	2	—	2	—	29	16.0
Managerial	—	—	—	—	2	2	—	1	1	—	—	6	3.3
Professional (h)	—	—	—	3	—	—	1	—	—	—	1	5	2.8
Clerical	—	—	—	—	—	—	—	—	—	1	—	1	0.6
Sales	—	—	—	—	3	—	1	4	—	—	—	8	4.4
Service (i)	—	—	—	—	2	—	—	—	—	5	1	8	4.4
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	1	15	—	4	4	16	3	3	1	—	—	47	26.0
Falls and slips (k)	—	5	2	9	5	7	6	—	—	2	1	37	20.4
Collisions, detrailments (l)	—	—	—	5	8	5	13	5	—	2	—	38	21.0
Caught in, on, between(m)	4	4	—	3	2	5	3	1	—	1	—	23	12.7
Inhalations (n)	—	—	—	1	3	1	1	—	—	—	1	7	3.9
Conflagrations (o)	—	—	—	3	9	—	1	1	—	—	1	15	8.3
Electric current (p)	—	—	—	1	—	—	3	—	—	—	—	4	2.2
Over-exertion (q)	—	—	—	—	—	1	1	3	—	3	—	8	4.4
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	1	—	—	1	—	—	—	—	—	—	—	2	1.1
TOTAL	6	24	2	27	31	35	31	13	1	8	3	181**	100.0
PER CENT OF TOTAL	3.3	13.3	1.1	14.9	17.1	19.3	17.1	7.2	0.6	4.4	1.7	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 141 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 40 were obtained from other sources.

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(Continued on inside back cover

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Cover Photograph

Niagara Falls was the site of the 1968 educational conference of the Ontario Federation of Labour. See page 264.

Canadian Government Travel Bureau photo

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50 Years Ago

From the Labour Gazette May 1918

The Employment Offices Co-ordination Act, passed in April 1918, was intended to standardize the work of provincial employment systems without interfering with their autonomy. The Amalgamated Mine Workers of Nova Scotia join the UMW.

The Employment Offices Co-ordination Bill was passed by Parliament in April 1918, and the May issue of the LABOUR GAZETTE contained an article explaining the position with regard to employment offices across Canada. It also contained the text of the "Act to Aid and Encourage the Organization and Co-ordination of Employment Offices."

In the provinces of Nova Scotia, New Brunswick and Prince Edward Island, no public employment offices had been established at that time. In 1910, Quebec had passed an act that provided for the establishment of provincial employment offices, and in 1918, offices were in operation in Montreal, Quebec and Sherbrooke.

After the Ontario Unemployment Commission issued its report, the Ontario Government in 1916 established a Trades and Labour Branch, one of the main duties of which was "to establish and maintain in the various centres of population throughout Ontario, employment bureaus and similar agencies for obtaining suitable employment for working men." By April 1918, offices were in operation in Toronto, Ottawa, Hamilton, London, Brantford, St. Thomas, Port Arthur, Fort William, and other points.

Manitoba had no provincial employment offices, but a government employment bureau had just been established. The bureau was required to establish and maintain one or more employment bureaus in Winnipeg and at such other places in the province as the Lieutenant-Governor in Council might designate.

The Saskatchewan Bureau of Labour operated employment bureaus in Saskatoon, Regina, Moose Jaw and Swift Current. The head office of the bureau in Regina had been active in obtaining farm help, especially in harvest time, this journal said.

Alberta had no legislation authorizing the establishment of employment offices, but the Department of Agriculture was then being organized to meet the demand for farm labour, and had opened employment offices in Edmonton, Calgary, Lethbridge, Medicine Hat and Red Deer.

In British Columbia, the only public employment offices were the municipal offices in Vancouver, Victoria and New Westminster. The new provincial Department of Labour, which had been established in 1917 (L. G., June 1967, p. 346), was required "to establish and maintain in the various centres of population throughout British Columbia, employment bureaus and similar agencies for obtaining suitable employment for working men." In pursuance of this duty, the Minister of Labour had announced in April 1918 that the Government was preparing to establish a free employment bureau in Vancouver, and that it intended to extend the system to other places as required.

The Employment Offices Co-ordination Act placed on the federal Department of Labour the duty of "formulating a national employment policy and of standardizing the work of the provincial employment systems in line with that policy, through the subsidies provided in the Act," this journal said. "The measure does not propose any Dominion interference with the administration of the provincial employment offices. It is recognized that the administration at Ottawa cannot be as well acquainted with the labour market conditions in British Columbia, for example, as the provincial officials, and complete provincial autonomy in the work of organizing the labour market within the province is maintained.

"On the other hand, the exchange of labour between widely separated provinces cannot be carried on by purely provincial machinery, and the object of the bill is to secure the co-ordination necessary to enable the provincial systems to function as parts of a national organization. It is hoped those provinces which as yet have no employment offices will be encouraged to enter the field, and that the others will be stimulated to develop their systems rapidly."

The report of a board established to deal with a dispute between the Corporation of the City of Ottawa and certain employees, members of Federal Labour Union No. 15, was published in this journal. It was stated that the board's findings had been accepted on behalf of the employees, but that, at the end of the month, the civic authorities had not declared their position.

In the schedule of wages recommended at the end of the report, 64 employees were mentioned by name, with the recommended wage opposite each name. The name of one of the employees was given merely as Rice. Elsewhere on the list the name A. Rice appeared. The initial or initials of the other employees were given. "Rice" was a labourer, and his recommended wage was $2.88 a day. "A. Rice" was a "booster," and the board decided that he ought to get $1,100 a year. The pay of $1,150 a year was shown for two employees in the "hypo plant." One man who combined the occupations of carpenter and diver was to get $3.30 a day. Two tap inspectors were to get, one $3 a day and the other $2.88 a day. Another tap inspector was shown as "laid off," with no wage mentioned.

One man listed as a "transformer" was to be given the salary of $1,250 a year. Four "turncocks" were to get $22 a week each, seven pipe caulkers and repairers $3.60 a day each, three pump house employees $130 a month each. A chauffeur and repairer was to get $4.50 a day in summer and $3.50 a day in winter. The pay of those listed as labourers was $2.88 for some and $3.06 for others. Carters were to be paid $4 a day.

One employee, a carpenter, was to get $4.05 a day, which was more than the $3.30 a day earned by the carpenter-cum-diver, diving apparently being considered lower grade work than carpentry. After the $4.05 a day given as the carpenter's pay a note was added that read, "Not to be considered as affected by the rate to come in force 1st May." Since it was stated that the wages listed were to come into effect on the first day of April 1918, it is not clear what this note was

Continued on page 270

Major collective agreements settled in 1967

Of the 514 major collective agreements in force in Canada on December 30, 1967, approximately 36 per cent or 186 agreements were new or re-negotiated during 1967, and covered nearly 400,000 workers, according to a recent Department of Labour survey.

The Department has completed a study of wage developments under major collective bargaining agreements in force in 1967. The 514 collective agreements comprising the study covered about one million workers in major negotiating units of 500 or more employees in industries other than construction.

Approximately 17 per cent of the 1967 settlements are for terms of 6 to 17 months, or an average of one year duration, 50 per cent are for 18 to 29 months, or two years duration, and the remaining 33 per cent will last for 30 months and more, or three years duration.

On the average, the one-year agreements settled in 1967 provide for a 9.7-per-cent increase in their base rate of pay. The two-year 1967 settlements provide average increases of 11.9 and 6.9 per cent for their first and second years. The increases provided for in the three-year agreements average 0.9, 7.9 and 5.1 per cent for their first, second, and third years.

The base rate is defined as the straight-time hourly wage rate for an unskilled or semi-skilled occupational group in a negotiating unit. The average straight-time hourly wage rate for unskilled or semi-skilled workers provided in the 1967 agreements rose by 15.3 cents, or 7.5 per cent. During 1966, by comparison, the average hourly base rate increase was 12.8 cents, or 6.5 per cent. The consumer price index rose 4.5 per cent in 1967 and 3.4 per cent in 1966. Thus, in real terms, the average hourly base rate increased by about 3 per cent in both 1966 and 1967.

Both the base rate and the percentage increase data are not necessarily representative of the average wage and average percentage increase enjoyed by the workers in the negotiating unit as a whole. The data on wage increases are limited to the base rate occupational groups, whereas the data on the number of agreements and workers covered refer to all occupational groups covered in the survey.

A statistical paper containing more detailed data on wage developments under major collective agreements, together with a brief analysis of the concepts used, is available from the Economic and Research Branch, Canada Department of Labour, Ottawa.



ILO photo

Francis Blanchard

Deputy Director-General appointed by ILO

Francis Blanchard, Chief of the Field Department of the International Labour Organization, has been appointed Deputy Director-General of the ILO.

Mr. Blanchard was born in Paris and is a graduate of the École des Sciences Politiques and the Faculty of Law at the University of Paris. Until 1947, he was an official in the French Ministry of the Interior, and was then attached to the International Refugee Organization as director of the co-ordination and liaison services.

He joined the ILO in 1951 as deputy chief of the manpower division, and became chief of that division in 1953. He was appointed Assistant Director-General in 1956. He has been chief of the Field Department since reorganization of the ILO secretariat in 1964.

In his new position, Mr. Blanchard will be responsible for the management of the ILO's operational and other activities in the field, and for implementation of the ILO's policy of decentralization. His appointment will be for a term of five years.

Former ITU president dies at 67

Elmer Brown, President of the International Typographical Union, died in February in Colorado Springs. He was 67.

Mr. Brown was named head of the ITU in 1958, after serving as vice-president of the union since 1944. As President, he headed more than 123,000 printers and mailers in the United States and Canada.

CUPE will bargain for CBC employees

The Canadian Union of Public Employees has been certified as bargaining agent for 1,726 employees of the Canadian Broadcasting Corporation across Canada, bringing an end to a long struggle between unions.

The decision, which was given by the Canada Labour Relations Board at the end of February, rejected applications by the National Association of Broadcast Employees and Technicians (CLC) and the Confederation of National Trade Unions.

The CNTU had been trying for three years to gain the right to represent some 700 French-speaking production workers of the CBC in Quebec, and it had asked the Board to delay making a decision in this case until the fate of Bill C-186 had been decided. The bill, which was then before Parliament, was intended to amend the Industrial Relations and Disputes Investigation Act to alter the composition and working of the Canada Labour Relations Board in such a way as to facilitate the granting of applications such as that of the CNTU in this case.

The CBC employees involved here were formerly members of the International Alliance of Theatrical Stage Employees and Moving Picture Employees (IATSE). In the autumn of 1967, CUPE, NABET and IATSE, with the CNTU in the background, tried to gain a majority of the employees concerned, but their applications were rejected by the CLRB on technical grounds.

1967 Bargaining Review is now available

All the 1967 issues of the Collective Bargaining Review are being gathered into a plastic-bound volume, Collective Bargaining Review 1967, which will be priced at $2.50 a copy. Orders, with remittance payable to the Receiver-General of Canada, may be sent to: Chief, Publications Division, Public Relations and Information Services Branch, Canada Department of Labour, Ottawa.

The Collective Bargaining Review was originally a monthly feature of the LABOUR GAZETTE, but beginning in January 1966, a change was made, and the Review was published separately as a supplement to the GAZETTE. Subscribers to the LABOUR GAZETTE may still obtain it in this form by asking to be put on the mailing list, if they are not already getting it.

Five Directors Appointed to Unemployment Insurance Commission

Appointments of five regional directors of the Unemployment Insurance Commission has been announced by the Public Service Commission.

Kenneth C. MacLean, appointed Director for the Prairie region, came to Winnipeg in 1963 as assistant regional director, and has been acting director for the past two years. Mr MacLean began his employment with the Unemployment Insurance Commission in 1945 after his discharge from the armed forces.

J. Lester Stevens, appointed Director for the Ontario region, joined the Department of Veterans Affairs in Winnipeg on his discharge from the army after World War II, and in 1959 he was transferred to the Department of National Defence. In 1964, he became one of the original members of the Public Service Commission's bureau of classification revision, and in 1967 he was named to head the Commission's task force, whose main responsibility is recruitment and personnel administration across Canada. He now leaves the PSC to take up the UIC post.

Guy B. de Grosbois, who has been appointed Director of the Quebec region, after a period of service with the Royal Bank of Canada, joined the UIC as a senior supervisor-inspector, and was transferred to the Montreal office in 1948. He later became technical services director and then assistant director for the region. He has been acting director since 1965.

Duncan Young, who has been appointed Director for the Pacific region, joined the UIC as an auditor in 1946, after serving with the RCAF during World War II. He subsequently held positions in Moose Jaw, Winnipeg, and Edmonton, and in 1966 he was appointed manager of the Manpower Department's Toronto Metro Area office.

George Ferguson Lawson, appointed Director for the Atlantic region, was employed in private business from 1929 until he joined the armed forces during World War II. He joined the Unemployment Insurance Commission in 1944 as travelling inspector in the Inspection and Training Branch. He was for a short time manager of the Vancouver local office of the UIC; otherwise his experience has been in the Maritimes.

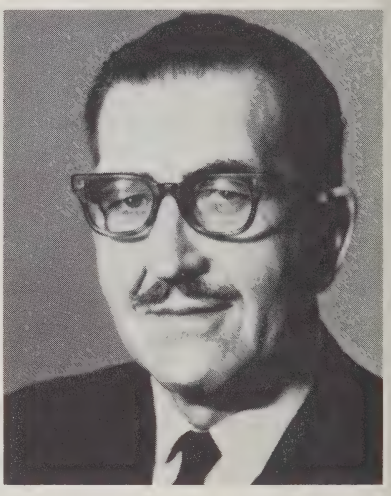


Kenneth C. MacLean



National Defence phot

J. Lester Stevens



Guy B. de Grosbois

Manpower assistance program to help retiring servicemen

The federal Departments of National Defence and Manpower and Immigration have launched a co-operative program designed to give Canadian employers better access to the pool of qualified manpower represented by the approximately 2,000 armed forces personnel who are reaching the compulsory retirement age each year.

The program will co-ordinate the existing pre-retirement assistance program of National Defence with the comprehensive placement services of the Department of Manpower and Immigration.

The objective of the program is to ensure that the retiring serviceman will play an effective economic role as a civilian by guiding him into the occupational field for which he is best suited and that offers him good prospect of continuing and rewarding employment.

Officers and men reaching military retirement age have at least ten to twenty years more of productive life before they reach the normal retirement age for civilian employment. Most have 25 years or more of practical working experience, and many are trained and experienced in supervisory, administrative, managerial and technical fields.

The objective will not be short-term placement, but the establishment of individuals in long-term employment, where they can make the maximum use of their talents, and employers can get maximum benefit from their services. All Canada Manpower Centres can assist employers in obtaining full information about retiring servicemen.



Duncan Young

New agreement for can company employees

A new three-year agreement covering 800 employees of Continental Can Company in Montreal provides for a basic wage that will rise to $2.97 an hour in the third year of the contract. A spokesman for the United Steelworkers said that the highest rate for workers in the Montreal plant would rise to $4.71 an hour in February 1970, with the average for the plant being set at $3.82. The new contract is retroactive to February 1, and it runs to January 31, 1971.

A USWA official, who negotiated for the company's Montreal employees, said that the new rates, coupled with fringe benefits, constituted some of the highest in the Quebec steel industry. He estimated that the total settlement would amount to 90 cents an hour. Continental Can Company employees in Montreal have had wage parity with the firm's American workers since 1953, contracts for all plants, of which there are 60 throughout North America, being negotiated on an international basis.

Increases in fringe benefits include: an increase in pensions of $1 a month, from $5.50 to $6.50, for each year of service, beginning in 1969; provision for retirement at full pension after 30 years' service, regardless of the employee's age, starting in 1970; an increase of $10 a month in the pensions of those who have already retired; an increase in company contributions to the SUB fund; a ninth paid holiday, starting in 1970; and increases in insurance and medical benefits.

The straight wage increases amount to 40 cents an hour — 20 cents in the first year, and 10 cents in each of the next two years.

Technological change in the railway industry

The second in a series of three reports on technological change in the railway industry has been published by the Queen's Printer, Ottawa, under the title of *Employment Effects and Adjustment Process*.

The first report, titled *Technological Changes in the Railway Industry: Maritime Area of CNR*, was published in October 1964 as No. 12 in the Skilled Manpower Training Research Program series. It was prepared by P. R. Schweitzer, an economist with the Economics and Research Branch of the Department of Labour.

The present report, written by Dr. C. Glyn Williams, Associate Professor of Economics, University of Boston, under the supervision of Phillip Cohen of the Economics and Research Branch, Department of Labour, scans railway shops where the impact of technological change has been heavy, and reveals the findings of two surveys conducted by Dr. Williams at the CPR Angus Workshops in Montreal in 1962 and 1963.

The first survey concentrated on the employment and occupational effects of technological change in the workshops and the CPR system; the second dealt with the employment adjustment process.

Former CNTU executive moves to McGill

Robert Sauvé, 37, former secretary general of the Confederation of National Trade Unions, was appointed March 1 as Associate Director of McGill University's Industrial Relations Centre and Associate Professor in the Faculty of Law.

As Associate Director (Labour), Mr. Sauvé is in charge of the labour education program, and assists in the centralization and co-ordination of information and services for the trade union movement.

Mr Sauvé joined the CNTU as technical adviser in 1960, and subsequently served as regional director, Eastern Townships (1963-64); regional director, Montreal, (1964-65) and secretary general (1965-67).

A native of Montreal, he studied law at the University of Montreal, taking postgraduate work at the London School of Economics and Political Science, University of London, and at the American University, Washington, D.C.

As well as teaching labour law, Mr. Sauvé assists students working on research projects that delve into problems in the labour movement and in the industrial relations field.

School of nursing offers specialized training

A grant by the W. K. Kellogg Foundation has made it possible for the University of Toronto School of Nursing to inaugurate a program to prepare nurses as clinical specialists and teachers. This will bring to four the number of graduate programs for nurses in Canada, and the second to provide such specialized training.

Canada's lack of graduate programs in nursing has forced many nurses to go to the United States for advanced training, and many have subsequently remained there.

Parliament

Bill C-197 to amend the Unemployment Insurance Act to broaden coverage (L. G., April, p. 201) passed second and third reading (*Hansard* p. 7126 and 7146) on February 29, and received the Royal Assent on March 7 (p. 7386).

A measure to amend the National Housing Act, 1954, to increase from $13,000 to $18,000 the loan ratios for insured loans to home-owners, builders, and co-operative housing associations for the construction of new housing units, was introduced by the President of the Treasury Board on February 15, and given first reading as Bill C-202 (p. 6760). The bill passed second and third reading (p. 7446 and p. 7448) on March 8.

A progress report of the Task Force on labour relations was tabled in the Commons by the Minister of Labour on February 29 (p. 7095).

Apprenticeship programs for U.S. negroes

Negroes in the United States will be actively recruited for apprenticeship programs in the building trades, union officials have assured the U.S. Department of Labor. The announcement came after a two-day conference with the presidents of 18 international building unions at Bal Harbour, Florida, in February.

The executive board of the Building and Construction Trades Department of the American Federation of Labor and Congress of Industrial Organizations said that they would order all 8,500 union locals not only to recruit Negroes for apprenticeship programs, but to provide the necessary instruction to make it possible for their admission into the programs.

The unions have always denied that Negroes were discriminated against because of their race. They claim that Negro membership is low because educated Negroes seek white-collar work, and that those who seek work in the skilled crafts usually lack basic qualifications.

Union leaders said that they would support existing and future training programs for Negroes, and they promised that local unions would be encouraged to publicize apprenticeship programs and actively seek out community leaders who had contact with minority groups. They recommended also that there be "maximum utilization of responsible civil rights organizations willing to join in a co-operative effort" to carry out the apprenticeship programs.

Commission to seek causes of unrest in Quebec ports

The appointment of Mr. Justice Arthur I. Smith, of the Quebec Superior Court, as a second Industrial Inquiry Commission on the 1966 longshoremen's dispute that shut down longshore work in three Quebec ports in 1966 was announced by Labour Minister Nicholson about the middle of February.

Two inquiries were recommended by Judge René Lippé, who was appointed by Mr. Nicholson in May 1966 to mediate the work stoppage at the ports of Montreal, Quebec and Trois-Rivières. The first of these inquiries, concerning productivity and job security, was conducted by Dr. Laurent Picard, Montreal, who made his report in November of last year (L. G., Jan., p. 2).

Dr. Picard recommended that the 4,250 St. Lawrence River dock workers concerned should be given a job guarantee, on condition that productivity, which he found had fallen by 24 per cent since 1964, should be brought back to the previous highest level.

His second recommendation was that gang sizes be reduced from 20 to 17 men at Montreal, from 19 to 17 men at Quebec, and remain at 16 in Trois-Rivières. By the terms of the inquiry, these recommendations were binding on both parties to the dispute: The Shipping Federation of Canada, representing the employers; and the International Longshoremen's Association, representing the dock workers.

The purpose of the second inquiry, being undertaken by Mr. Justice Smith, is to find out the causes of labour unrest at the three ports. The Minister said that the terms of reference, in general, would be to inquire into:

"Conditions, conduct and matters, not part of normal trade union activities, giving rise to labour unrest, including pilferage, theft, corruption, bribery, kickbacks, gambling, bookmaking, loansharking, extortion, coercion, assault, or other irregular or illegal activity;

"Management employment or business practices, conditions and matters, not part of or dealt with in collective bargaining, giving rise to labour unrest, including the methods of dealing with cargo at the ports, the methods of exercising discipline with respect to employees in and around the work place in the interests of security of cargo, and the methods of maintaining a standard of good conduct by all other persons in and around the work place; and

"Any matters incidental or relating to any of the foregoing matters at the three ports."

The Minister estimated that it would take Mr. Justice Smith at least a year to complete his inquiry. Hearings may begin in April. The judge will visit several U.S. ports to study conditions there, he added.

Salaries of U.S. clerical employees rise 6.1 per cent

The salaries of clerical employees in the United States rose by a record 6.1 per cent between early 1966 and June 1967, the U.S. Bureau of Labor Statistics reported in a recent survey. Other white-collar pay scales also rose substantially during the survey period — in almost all cases, by more than 5 per cent.

The survey has been taken each year since 1961. The annual figures are not exactly comparable because the latest survey covered a 15-to-16-month period in an effort to make the statistics more current. But even when they are adjusted to a lower 12-month rate, the clerical pay rise is well above the 1965-1966 average increase of 3 per cent and the 2.4 per cent average raise between 1964 and 1965.

Last year, for the first time, the percentage increase for clerical employees was higher than that for most professional and administrative groups. The 6.1-per-cent clerical average increase compares with 5.4 per cent for engineers, 5.5 per cent for chemists and 5.8 per cent for accountants. In all, 13 occupational groups and 81 work-level categories were covered by the survey.

Some groups received increases of less than 5 per cent. Two of these were job analysts, with an increase of 4.2 per cent, and personnel directors, with an increase of 4.7 per cent.

Despite the fact that the clerical employees received the largest pay increases during the 1966-1967 period, they have trailed other white-collar and professional fields throughout the six-year period. Their pay rose by about 22 per cent from 1961 to mid-1967, less than any of the other groups included in the survey. Chemists led the list with a 28-per-cent raise pay, and chief accountants were next.

Human rights brochure published by FEP Branch

A new brochure, "Human Rights in Canada" was recently issued by the Fair Employment Practices Branch of the Canada Department of Labour in connection with the International Year for Human Rights 1968. The booklet is described as "A concise review of Canadian legislation concerning discrimination in employment, trade union membership, public accommodation, hiring practices and collective agreements."

Help for obsolete industries will defeat economic growth

Any national manpower scheme that tries to maintain full employment by giving financial assistance to obsolete industries is defeating the principle of economic growth as well as destroying the security that labour seeks, Pierre Delagrave, Vice-President of Employee and Public Relations of Domtar Ltd., said in addressing a meeting of the Financial Executives Association in Montreal recently.

Mr. Delagrave agreed that the ideal way to do away with fear of automation was to maintain full employment, but he said he hoped that Canadian Government manpower programs would be based on getting displaced workers into productive employment through retraining and re-settling.

The time was near when the principle of unemployment insurance should be re-examined, the speaker said. He suggested that, instead of merely trying to soften the blow of unemployment, thought should be given to devising a well-balanced and efficiently controlled re-establishment plan by which unemployed workers could be got back into the labour force quickly and permanently.

Only half of 1 per cent of the labour force is displaced by automation in any one year in the country where automation has been carried farthest, and three jobs appear through expansion of the economy for every one lost through automation, Mr. Delagrave pointed out.

West Indian workers coming to Canada

Seasonal workers from the West Indies will be admitted to Canada again this summer to assist Ontario farmers in the growing, harvesting and canning of fruit and vegetables.

The decision was announced by the Minister of Manpower and Immigration, following a meeting of the Canada Agricultural Manpower Committee, which indicated that there would be a need for about the same number of seasonal workers as last year. The number coming from the Caribbean during 1967 was 1,077 (L. G., June 1967, p. 382).

Most of the conditions on which the seasonal workers may be admitted will be the same as last year. The minimum wage rate that must be paid, however, will be $1.45 an hour, up from $1.30 an hour last year; and the minimum weekly average pay will be $58.

The government-organized program will apply, as did last year's, to workers in Jamaica, Barbados, Trinidad and Tobago.

Turin Centre emphasizes management development

A new emphasis on management development at the Advanced Centre for Vocational and Technical Training at Turin, Italy is planned by the Governing Body of the International Labour Organization.

ILO Director-General David A. Morse said that the centre will begin to concentrate on courses for foremen and for management at middle and higher levels. Mr. Morse is Chairman of the Board for the Centre.

As examples of the new emphasis, Mr. Morse pointed to two agreements recently negotiated by Philippe Blamont, Director of the Centre: one with Cornell University, Ithaca, New York, and the other with the International Council for Scientific Management, Geneva.

The Cornell agreement provides that the university's School of Industrial and Labour Relations will establish a project called "the Cornell-Turin International Centre Program." Cornell will advise the Turin Centre in the development of educational programs for managers, government officials, trade union officials and other leadership groups.

It will recruit professors from the United States to offer courses at the Centre, and it will help the Centre place fellows for short-term training with United States companies and other institutions.

The agreement with the International Council for Scientific Management provides that the Centre will give courses in accounting, exporting and finance — primarily for managers in developing countries. The International Council will help publicize the Centre and will identify and recruit qualified fellows for management training. Expenses connected with the fellowships would be borne by employers of the persons studying at the Centre.

"The combined effect of these agreements will be to enable the Centre to recruit highly qualified professors and to receive an increased number of fellows with financed fellowships," Mr. Morse said. "The Centre Board has agreed that the average annual number of fellows should be increased from 500 to 1,500, thus making better use of this unique international facility."

New York City labourers receive $8,000 minimum

About 10,000 striking New York City sanitation men returned to work in February after a nine-day strike that left some 100,000 tons of garbage on the streets of the city. An arbitration decision awarded the men a wage increase of $425 a year with $400 of the increase retroactive to July 1, 1967. The decision also ruled that a 2.5-per-cent pension contribution by the city, valued at $200 annually, should become effective on June 1, 1968. The contract, dating from July 1, 1967, will run until September 30, 1968.

The starting pay rate has been $6,424 a year, rising to $7,956 after three years. The new rates will be $6,849 and $8,381, respectively.

Mayor John Lindsay was said not to have favoured any increase above $400 a year, and he had staunchly resisted granting the garbage collectors the $425 annual pay raise that had been suggested by a panel headed by Governor Nelson Rockefeller.

In January a three-year settlement between 6,000 other civic employees and the City brought wage increases and fringe benefits that raised total remuneration to a minimum of $8,000 a year for labourers. In addition to the wage hike, the earlier settlement included retroactive pay to July 1, 1966, three additional paid holidays, premium pay for Saturdays and Sundays and night differential premium pay.

Minimum wage raised in U.S.

The U.S. minimum wage has been raised to $1.60 an hour for most covered workers — from $1.40 an hour to $1.60 for the federal minimum, and from $1.50 to $1.60 for the state minimum.

Under the federal Fair Labor Standards Act, workers covered by the $1.60 minimum include those engaged in large enterprises. They will also receive pay for time and a half after 40 hours a week.

Employees working at service trades in large hotels, hospitals and dry cleaning establishments will have their pay raised from $1 an hour to $1.15 at the outset, and then increased by 15 cents every year until the $1.60 an hour wage is reached on Feb. 1, 1971.

Woman to represent Canada in Poland

Twenty years of foreign service for Canada have preceded the recent appointment of Miss Pamella McDougall as Ambassador to Poland. The second woman in foreign service to achieve ambassadorial rank, Miss McDougall reported for duty in Warsaw in February. Ambassador Margaret Meagher, serving in Kenya, was Canada's first woman ambassador.

Since joining the Department of External Affairs in a clerical capacity in 1949, Miss McDougall has represented Canada in many countries around the world. She was posted to Germany for 3½ years and then to Vietnam as political adviser to the Canadian Commissioner on the International Control Commission, after which she became a first secretary to the High Commissioner, Chester Ronning, at Delhi, India, for four years.

Born in Ottawa, Miss McDougall was graduated from Mount Allison University, N.B., with a B.Sc. degree. She did graduate work at the University of Toronto and spent a year at the Sorbonne on a bursary awarded by the Government of France.

U.S. mediator favours strike right for PS

Public employee unions should be allowed to strike, except when public health and safety are endangered, according to a recommendation by Theodore W. Kheel, a labour mediator, in a report submitted to the Speaker of the New York State Assembly. Mr. Kheel had been asked to give his views on the State's Taylor Law, which prohibits strikes by all public employees, but which has been criticized for its failure to prevent recent strikes by teachers and sanitation workers.

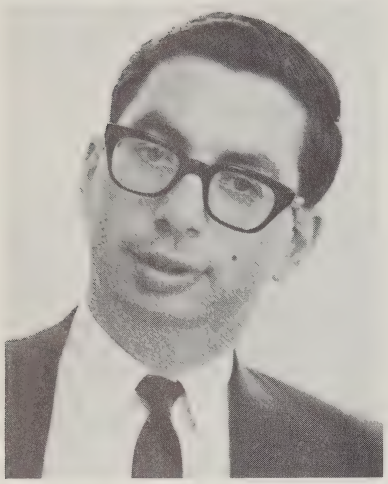
Mr. Kheel said that he would allow some public employees, such as Parks Department workers, to strike if a strike did not seriously injure the community. But he would not allow policemen, firemen or sanitation workers to strike.

He suggested a plan to prevent strikes by public employees and to encourage collective bargaining as much as possible. The plan proposed would prohibit direct collective bargaining with the State Legislature in cases where the Legislature had not delegated its authority to set the terms and conditions of employment. It would, however, allow collective bargaining in cases where the Legislature had delegated such authority.

The plan would provide for flexible procedures to settle disputes when it was judged that a strike would jeopardize public health or safety; and would rely finally on an injunction similar to the procedures for dealing with emergency disputes under the Taft-Hartley Act, to give time for finding alternative means of settlement, while at the same time protecting the public against a harmful strike. If these procedures proved unavailing, the dispute would be referred to the Legislature, which would have to find means of settling it, possibly by submitting the issues to arbitration within specified bounds.

"I suggest . . . that there is no workable substitute for collective bargaining, even in government; and that in improving the practice of bargaining lies our best chance to prevent strikes against the public interest," Mr. Kheel said.

OFL Education Conference



Prof. H. W. Arthurs



Warrander Studio phot

Arthur J. R. Smith

Prices, Profits and Inflation

THE growth of productivity in Canada has been slowing down since 1964 and has been advancing less rapidly than in the United States, according to Arthur J. R. Smith, Chairman of the Economic Council of Canada. Mr. Smith made the statement in a talk prepared for a panel discussion on, "Prices, Profits and Inflation," that took place at the annual educational conference of the Ontario Federation of Labour, held in Niagara Falls on February 11.

A second guest, Prof. H. W. Arthurs of Osgoode Hall Law School, addressed the conference on the aspects of labour law that are under attack by organized labour in Ontario.

Mr. Smith stated that the decline in the growth of productivity in Canada was a serious matter, because it intensified the danger of unreasonable increases in prices and costs, and because, if it continued for long, it threatened to undermine Canada's international competitive advantages.

Referring to the question of wage parity between Canada and the United States, and to what the Economic Council of Canada had said about it in its Third Annual Review (L. G., Feb. 1967, p. 91), the speaker pointed out that the slowing down in the growth of productivity in manufacturing in Canada compared with the United States meant that "we are not moving toward a situation in which the gap in average real wages is closing We are tending to move further away."

For this reason, it was of the greatest importance that ever effort should be made to promote a more rapid rise in outpu for each worker and for each man-hour of work if we were t move in the direction of providing "a solid basis for a growin number of situations in which virtual parity in real wage with the United States can be effectively achieved."

Reviewing the economic trend in Canada during recen years, Mr. Smith said that the six years beginning in 1961 ha been a period of expansion of extraordinary dimensions . . A Great Expansion." Two factors had contributed to the siz and duration of this expansion: 1. When it began, there was substantial amount of slack in the Canadian economy; earl in 1961, actual output was as much as 10 per cent below pos sible output. 2. Since 1961, there had been "an unusuall favourable international setting of expansion in world outpu income and international trade." In particular, the Unite States, like Canada, had experienced a great expansion sinc early 1961, though with a somewhat smaller rate of genera advance in economic activity.

This latter point had been of crucial importance to Canad because the economic relationship between the two countrie was so close that "generally high standards of performanc

simply cannot prevail in Canada unless a roughly comparable performance is being achieved in the United States."

But, although all the main regions and parts of the economy had shared in the advance, there had not been any general narrowing of the disparities in income and productivity in some parts of Canada compared with others. "The problems of both urban and rural poverty are still very much with us."

Although he made it clear that he was not forecasting a recession, Mr. Smith said that there was "no longer any doubt that the general pattern of price, cost and productivity changes over the past year or two have begun to impinge generally on profit margins, and have also traced out a pattern of higher advances in costs per unit of output in Canada than in the United States. This appears to be particularly the case in manufacturing . . ."

The speaker commented on two lessons that had been learned from this period of expansion. They concerned theories that had been put forward prominently at the beginning of this decade, but that had been discredited by later experience.

One of these theories was that the unemployment that had been built up six years ago could be attributed to "structural factors — regional imbalances, industrial imbalances, demand shifts, educational deficiencies and other factors that made very large numbers of workers virtually unemployable" unless "a far-reaching set of structural economic policies" were put into effect. It could now be seen that the main cause of this mass unemployment was a general deficiency of total demand, and much of this unemployment had melted away as an increased demand promoted rising production that, in turn, generated large numbers of new job opportunities.

"This does not mean that we do not need effective manpower and other policies designed to facilitate manpower and other adjustments to structural changes. We most certainly do. But we need to keep clearly in focus the central relationships between high demand and high employment," Mr. Smith pointed out.

A second theory that had been upset was that technological change and automation led to mass unemployment. The last six years had been a time of especially rapid technological change, and although such changes caused severe hardship in individual cases that clearly showed the need for better methods of adjustment and better ways of protecting individuals from such hardship, "one of the most important lessons we have learned over the past six years is that automation and accelerated technological change do not automatically produce increases in the general level of unemployment."

The speaker declined to say whether the "Great Expansion" was running out of steam, or was adjusting itself to a more moderate pace, or whether we were entering a business recession, or were on the threshold of another advance. He merely reiterated that expansion was at present moving at a slower pace than it had been.

Going on to deal with "cost-price-profit relationships," Mr. Smith said that from early in 1961 to 1965 prices and costs in Canada had advanced less than in other industrially advanced countries, with the exception of the United States. In 1965, however, price increases had become more rapid, "with growing symptoms of inflationary pressures which became the source of increasing public concern."

It was typical of the postwar period, the speaker said, that most general indexes of prices had tended to lag behind fluctuations in the general level of business activity. Such indexes tended to remain fairly stable in the earlier stages of an expansion in demand, and "the biggest increases in unit labour costs tend to occur in the late stage of a cyclical expansion and in the early stages of a recession." This increase in labour costs usually put pressure on profit margins in the later stages of business expansion, increases in prices and costs commonly coinciding with a period of declining profits. During the past two years, manufacturing labour costs had risen and profits had declined, reversing the situation in the earlier part of the 1960s, when unit profits were rising and unit labour costs were stationary or declining.

Productivity tended to increase most rapidly in the early stages of a cyclical economic expansion as rising demand brought about fuller and more efficient use of productive resources, and "a high underlying trend of productivity growth appears to be an important factor restraining price increases." Consequently, the slower growth of productivity in the Canadian economy during the past two years was "a matter of some concern in relation to the goal of maintaining price stability," Mr. Smith said.

His references to wage parity between Canada and the United States in general followed the lines of the discussion of the question in the Third Economic Review of the Economic Council of Canada.

On the subject of the possible effect of union pressure for higher wages as a "cost-push factor in price increases," the speaker cast doubt upon the extent to which unions had the power to push up wages beyond what supply and demand in the labour market would allow.

He noted that, first, "a very large part of the determination of wages and working conditions in Canada takes place outside the framework of collective bargaining," because only about 30 per cent of the labour force is unionized. Secondly, "the average number of employees per negotiation under collective bargaining has been tending to decline rather than to increase. In other words, we have not been moving in the direction of larger and larger negotiations. Moreover, the average length of contract emerging from such negotiations has been tending to rise over the postwar period."

Thirdly, Mr. Smith said, an examination of average hourly earnings during the 15 years from 1949 to 1964 showed that percentage increases in earnings were substantially higher in some industries than in others; and the larger increases did not, in general, seem to be consistently connected with the degree of unionization. But he admitted that there was "some evidence to suggest that in the case of industries with relatively low organization in the earlier stages of this period, and in which there were relatively rapid advances toward a higher degree of union organization, generally larger gains in average hourly earnings were achieved." Nevertheless, it was not altogether clear how much unionization has to do with this, because there were other factors that might have had an important bearing on the large increases.

The speaker also pointed out that changes in base wage rates were markedly dependent on the business climate, increasing most when the economy was buoyant, and increasing least during recessions. "In other words, whatever may be the independent effect of unions on wages, it is clear that the average size of wage increases is very much affected by the general state of business conditions."

Touching on another subject, Mr. Smith said that Canada, like every other industrially advanced nation, had found that "there are inherent and very difficult problems involved in reconciling the goals of sustained high employment and sustained reasonable price stability." This was, in fact, the fundamental problem that the Economic Council had tried to face in its Third Annual Review.

But the Council had found no panacea, and the speaker had nothing to add to what the Council had said on the subject in its review, which recommended, among other things, rejection of an "incomes policy" as unsuitable to Canadian conditions; use of the "big levers" of monetary and fiscal policy; and policies to improve productivity and strengthen competition, to facilitate adjustment to technological and other changes, and to increase manpower training and mobility.

Law, Labour and Liberty

"THERE is neither easy compatibility nor automatic clash between law, labour and liberty," Prof. H. W. Arthurs of Osgood Hall Law School told the Educational Conference in an address on the subject of "Law, Labour and Liberty." There are no "slick answers . . . to the solution of the terribly complicated problems that confront labour relations law today," he continued. "Rather, we must look carefully at the facts at our disposal to see what the problems are, and work out carefully defined solutions that are appropriate to those problems."

Opening his address with a brief general review of the subject before going on to deal with it in detail, Prof. Arthurs said that labour spokesmen today saw the law as a force that was working against unions, destroying their bargaining power, stopping strikes by imposing compulsory arbitration, and preventing picketing by the use of the labour injunction. But, "looked at in historical perspective, there is persuasive evidence that, on balance, the law has contributed far more to unions than it has taken away from them," he said. He cited the tremendous growth in the membership, strength and stature of unions that had taken place since the enactment of our first collective bargaining legislation in 1943 as evidence of this.

The law had helped unions by protecting them from the unfair labour practices by which management had sought to interfere with and coerce them, by obliging management to recognize unions and to bargain with them, and by enforcing the provision of grievance machinery that had given the industrial worker security of employment and reasonable procedural safeguards.

But, although the law had "smiled so favourably upon unionism," the labour movement was convinced that exactly the opposite was the case, and that the law was "a threat to its very existence." The explanation of this paradox lay in lack of knowledge about collective bargaining, industrial conflict, and the impact of the law as it was applied, Prof. Arthurs contended.

There was a clash of interests between different groups in society — between buyers and sellers, between rich and poor, between young and old; and the law often reflected a compromise between competing claims.

In labour relations, "first, and probably most important, is society's interest in maintaining relatively equal power on both sides of the labour-management equation, so that the job of establishing fair terms of employment could be entrusted to a system of private bargaining rather than public regulation." In order to bring this about, the law had to hobble the power of management when faced by individual employees, "weak and powerless as they were," by putting the union in their place to represent their combined strength. This meant interfering with management's "freedom of action," in order to allow unions to be formed.

"However, in outlawing unfair labour practices by employers, we have established the principle that there is no inalienable right to use economic power in all circumstances for private advantage. This, of course, is a familiar principle in many areas of economic activity . . ." in such matters as the protection of consumers, prices review boards, regulation of insurance rates, and other curbs on business activity.

"But one cannot demand legislation of this sort without, at the same time, conceding that society may limit labour's right to use its economic power in a way which the general community finds unacceptable. We cannot logically countenance unrestricted economic power in the hands of unions, any more than we can countenance such power in the hands of business interests."

In concluding his review of the position in which unions were placed today, Prof. Arthurs said, "Labour has been the beneficiary of many liberty concepts to which society as a whole is devoted. At the same time, labour is not immune from principles and precedents that have been developed to protect these liberties, where labour itself is a transgressor. Labour has been successful in having many sympathetic laws put on the books because it was able to persuade a majority of the community that its interest coincided with that of labour.

"A continuing challenge for labour is therefore to convince the rest of us that the labour relations laws you are seeking are just and fair and consistent with the general welfare. It is by these standards that the present law, and proposals for its reform, must now be measured."

The speaker went on to examine three main questions: Can picketing be fairly regulated? Is it possible to learn to live with compulsory arbitration? What tactics are legitimate and effective in labour's campaign for law reform?

Three distinct issues were involved in the question of labour injunctions, Prof. Arthurs said. The first was whether the present rules by which the manner and occasions of picketing were regulated were fair and reasonable as a means of maintaining a balance of power between labour and management. The answer to this question lay not in theory, but in the facts of life.

"Can labour actually demonstrate a sizeable number of cases in which a strike was broken or its outcome seriously changed by an injunction? Where a strike was broken, if the injunction was designed to prevent violence, then to protest the granting of the injunction, one must say that violence is a permissible means of winning a labour dispute. I have already indicated that, in my view, this tactic is indefensible."

There might, however, be cases in which labour could show that a strike had been broken because an injunction had restricted peaceful appeals to consumers or strikebreakers. Although an injunction against this kind of appeal might be attacked as an unwarranted interference with free speech, the matter was not quite as simple as this. First of all, if the peaceful picketing was used to support some serious act of illegality, such as an illegal strike, then the argument about freedom of speech was flimsy. If the end was illegal, probably the means used to bring it about should also be considered illegal.

A second kind of case might be one in which the unions were restricted to token picketing in support of a lawful strike. Here, if the public would do business, and workers would work for a struck firm, it showed a weakness in the union's position in that it must have failed to win the support of the public or of other workers.

In such a case, the use of an injunction did not necessarily distort economic realities. "Wage demands are won by economic power; where the power does not exist, can the law be faulted for denying labour the right to create an artificial substitute?" the speaker asked.

Certain injunctions forbad picketing altogether. "For example, the law forbids recognition picketing or secondary picketing, and thus to an extent blunts the full impact of employee support or public sympathy in the situation. In such cases, the law deserves careful scrutiny to determine whether or not some other overwhelming public interest justifies this interference with the free play of power forces."

In some cases, Prof. Arthurs admitted, the courts, owing to lack of knowledge or understanding of the situation, might make a wrong decision. This led to his next question: Is the present administration of the law of picketing fair, efficient, and informed?

"Whatever else one may say about the labour injunction, it is clear that the doctrines administered by the courts are often vague and confusing, and that their procedures are inefficient and sometimes unfair. Without necessarily changing the end result of the law, without necessarily altering the balance of power, much can be done to improve the administration of justice. Such reforms would undoubtedly attract a good deal of support on all sides," the speaker said.

He remarked that "the *ex parte* injunction, given without notice to the defendant . . . appears to have almost disappeared over the past year — and properly so."

Coming to a third criticism of the labour injunction, "as we now know it," Prof. Arthurs said, "In my view the issues involved in creating and administering laws to regulate picketing touch upon so many controversial political and social issues, cut so close to the liberties of labour, management and the general public, that effective interest balancing cannot be attempted within the confines of the courtroom or the private lawsuit."

Judges have no way of seeing the whole situation and "no way of proclaiming a carefully drawn code of behaviour; basically they are deciding a dispute between the two parties to the lawsuit, and must do so in the traditional broad vocabulary of the common law, rather than the precise language of legislation . . . In short, thoughtful and disinterested observers have been critical of the way in which the law of picketing has developed, not because it is bad labour relations policy . . . but because it is bad judging . . ."

One solution that would help to restore the "damaged prestige" of judges, Prof. Arthurs said, would be "a code of picketing, passed by the legislature, a yardstick with which to measure the propriety of picketing. Legislation has certain advantages . . . To be sure, a new code of picketing might possibly represent a victory for labour or management pressure groups; if so, it would reflect their political power in the community. More likely, however, such a code would represent a reasoned compromise between competing claims, and would be designed to ensure reasonable equity and a balance of power in the public interest."

If the courts were prepared to adopt "more appropriate rules of procedure," there was no inherent reason why the administration of such a code should not remain with them; but otherwise, there was ample precedent for "giving to the Labour Relations Board effective remedial powers to police a code of picketing."

Summarizing his discussion of the question of injunctions in labour disputes, the speaker said that labour's best hope of reform lay with the legislature, but that the greatest reforms were likely to be in the sphere of procedure, unless labour was able to provide "clear and compelling factual proof . . . that its economic power — as opposed to its physical power — is being diluted by the injunction."

The problem of compulsory arbitration raised three questions: Whether? When? and How? Prof. Arthurs said. But he had no hesitation in deciding that compulsory arbitration was something justified. "As to whether the right to strike may sometimes be less important than other social values, my answer is unequivocally 'yes'," he said. But it was much more difficult to say 'when' it was justified.

"Real and present danger to life or health, or to the critical economic interests of a larger number of non-participants in the dispute, will almost certainly produce irresistible pressures for legislation outlawing strikes. Of course, I do not minimize the difficulty of deciding, in each particular case, whether such a danger does exist; but labour is out of touch with public opinion if it believes that compulsory arbitration can always be avoided, or that the right to strike carries the same aura of sanctity as motherhood.

"We should try to maximize the number of negotiated settlements, and minimize the number of arbitrations. Improved negotiation procedures should be tried. 'Choice of procedures' legislation may also be an effective way of avoiding both strikes and arbitration . . . However, we will sometimes have compulsory arbitration; recent experience in hospitals, railways and public utilities makes this a safe prediction. Instead of adopting an ostrich-like posture toward arbitration, I would therefore urge you to face up to the difficult problems of 'how' it will work."

The speaker insisted that "if we are to have compulsory arbitration, it must be conducted in a way that does maximum justice to those whose freedom of economic action is sacrificed. In exchange for their sacrifice, the community surely owes those involved in a dispute the assurance of a fair and informed adjudication. Yet how can compulsory arbitration be expected to produce fair results for those involved, when it is so often imposed by hastily considered crisis legislation? Surely it would be much preferable to establish permanent arbitration machinery, manned by a reserve cadre of trained arbitrators, with a supporting echelon of economists and other experts . . ."

In its campaign for changes in the law, labour must aim to gain the sympathy and support of the community as a whole, Prof. Arthurs pointed out. Such slogans as, "What labour wants, labour gets," "Judges are strikebearers," or "Arbitration is dictatorship," were not likely to impress the more informed members of the public whom it was important to impress.

He cited labour's campaign for human rights legislation as an example of how a campaign to secure legislation should be conducted. "Surely wide sympathy might well be enlisted for reforms that ask no more for labour than we feel everyone is entitled to: reasonable opportunities for appeals to the public during a labour dispute; and a fair hearing when the bounds of such appeals are said to be exceeded.

I must point out, however, that these reforms fall short of some of the more extreme changes which you are now seeking."

In the campaign for human rights legislation, use had been made of test cases to find out what were the limits of the law, and to show up its weaknesses. But the present campaign for changes in the law affecting labour had been strangely deficient in this regard. "Seldom is labour prepared to undergo the expense of litigation, or to authorize those capable counsel who serve it to continually probe and challenge . . . Labour must learn to use the law to fight the law."

In the human rights campaign, labour made effective use of the "techniques of social action," the speaker said. Although "the use of conferences, rallies, speeches and deputations, is a slow and sometimes exasperating process, it is the way in which support is created amongst the uncommitted. As an outside observer, I found the bravely defiant demonstrations in Oshawa and Peterborough ineptly planned and poorly executed. In both of those cases, the injunction issue was confused with the merits of the strike itself. In both of those cases, the union movement was put in the position of openly

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Progress Report:

The Task Force on Labour Relations

The Task Force on Labour Relations has published a progress report describing the methods it is using to accomplish its work, and giving a brief outline of its views on some of the main issues it is facing. The report, which was published at the end of February, states that the Task Force is not yet in a position to offer either "analytical conclusions or recommendations."

The setting up of the Task Force, and the appointment of Dean H. D. Woods as its head, were announced in Parliament by Prime Minister Pearson at the beginning of September, 1966, immediately after the House had passed legislation to settle the strike of non-operating railway employees (L. G. 1966, p. 631, and March 1967, p. 169).

"The members feel the research program to be central to the activities of the Task Force," the report said. "Some 87 individual studies are being or will be undertaken by federal Government departments, the Task Force office and independent scholars across the country. . . . Preliminary reports on most of the projects are due now, and final reports are due early in 1968."

The ground covered by the research program includes: environmental studies; studies of labour, management and government; studies of the collective bargaining process; studies of results and their impact; and special studies. The special studies have been designed "to examine the experience of labour-management relationships in selected industries and jurisdictions."

Private Meetings

While this research work has been going forward, members of the Task Force have been holding a series of private meetings with labour, management and government bodies. These meetings were held with such organizations as the Canadian Labour Congress, the Canadian Manufacturers' Association, the Confederation of National Trade Unions, the Canadian Construction Association, the Canadian Railway Labour Executives' Association, and the Railway Association of Canada; and with the federal, Ontario and Quebec Departments of Labour, the federal and provincial Deputy Ministers of Labour, and the Canada Labour Relations Board.

"These meetings provide the parties of interest with an opportunity to air their views on the industrial relations problems facing the country," the report said. The members of the Force spent a week in Washington and three weeks in Europe to obtain insight into experience elsewhere, and to discover the relevance of this experience for Canada. These visits supplement an extensive review the Task Force is conducting of the literature on industrial relations systems in other countries."

The Task Force, by advertisements in the press and by direct requests, invited interested parties and members of the public to submit briefs. Direct invitations were sent to more than 500 unions, employers associations and professional societies.

In a section on "The nature of the Major Issues as seen by the Task Force," the report discusses, under these headings, the questions being faced: industrial relations and conflicting economic and social goals; rights and responsibilities of the parties of interest within the framework of the law; the locus of decision-making in industrial relations; essential industry disputes; industrial relations and industrial conversion; and the roles of government in industrial relations.

Conflicting Goals

Discussing the question of conflicting economic and social goals in connection with industrial relations, the report refers to the statement made about national aims in the first annual review of the Economic Council of Canada (L. G. 1965, p. 217). Of these national objectives, the Task Force said, two of the most important were full employment and reasonable price stability. "Yet," the report went on, "there is a wide measure of agreement among economists that completely full employment and absolute price stability are not compatible in an economy in which there is a host of private and public institutional forces, as well as market forces, operating to determine wages and prices.

"If this is the case, the government may be compelled to determine as a matter of policy what is to be the acceptable combination of unemployment and price changes. It is the concern of the Task Force, in its reference from the Prime Minister, to assess the inter-relation of the industrial relations system and the implementation of government policy respecting employment and price stability."

Regarding disputes in essential industries, the report remarked that a large part of the federal jurisdiction in labour relations concerned industries that provided services to the public, such as transportation and communications. "These industries supply services to a large clientele," it continued, "to many of whom the availability of the services at the advertised or normal times is vital; to an important extent, these personal or industrial customers cannot postpone the use of the service without great inconvenience or economic loss. Partly as a result of economic influence, or because of public policy, such services are sometimes supplied in circumstances of limited competition.

"Thus the logic which supports a policy of non-intervention by public agencies in the separate and joint decision-making of employer and union authorities is not defensible, at least on the usual grounds. This is a fundamental point with tremendous implications for public policy and administration in labour relations. It means that there are dispute situations in which reliance on the private decision-making of the parties, with or without the assistance of public conciliation services, may produce results of such a disruptive character as to be beyond the limits of public tolerance.

"It means that the private interests of labour and employers in the shadow of the coercive power of a work stoppage, or in its reality, may not be relied upon to guarantee the public interest. It creates the dilemma of identification and the problem of remedies."

The report went on to describe briefly the legislation that had been passed by federal and provincial governments to deal with situations of this kind, begin-

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Stability in the Shipping Industry

The Board of Trustees of the Maritime Transportation Unions terminated at the end of 1967. Its final report expresses confidence in the stability of labour-management relations in the industry.

Constitutional democracy has been restored to the Seafarers' International Union of Canada, the Board of Trustees of the Maritime Transportation Unions say in their annual report for 1967.

The Board believes that a generally improved climate of co-operation exists both between the various maritime unions and between management and labour. Although not all problems facing the industry have been solved, those still outstanding can be effectively resolved only by the parties themselves, the report says.

The trusteeship of the country's maritime transportation unions expired on December 31, 1967. The three-man, government-imposed trusteeship consisted of Judge René Lippé, Charles H. Millard and Joseph MacKenzie (L. G. 1963, p. 1090).

Under the original terms of the trusteeship, which was recommended by Mr. Justice T. G. Norris in his report on the inquiry commission to investigate the disruption of shipping on the Great Lakes and St. Lawrence River, the trusteeship was to expire in 1966. The Maritime Transportation Unions Trustees Act (L. G., March 1967, p. 165) was amended, however, to extend the term of the Trustees until the end of 1967.

In their final report, the Trustees describe the four major problem areas with which they were occupied. These were:

- compliance of the maritime industry to the provisions of the Canada Labour (Standards) Code;
- 1967 negotiations between the Canadian Lake Carriers' Association which bargained for 27 shipping companies, and the SIU of Canada;
- continued transfer of responsibility for internal union administration and finances to the union officers; and
- establishment of permanent labour-management co-operation machinery.

Labour Code

The union and company parties in the shipping industry were not able to resolve the problem of accommodation to the provisions of the Canada Labour (Standards) Code among themselves. The Board foresaw that this would be the most difficult issue confronting them.

Agreement concerning the method of accommodation to the Code was reached after consultation with the Trustees. The formula of accommodation had to satisfy the requirements of the law contained in the Code and, at the same time, not impose an unreasonable cost factor upon the companies.

A four-point plan was reached and was included in the SIU contract negotiated in 1967. It provided for: 1. paid leave credit; 2. leave credit to be taken ashore, thus reducing job turnover caused by seamen jumping ship; 3. calculation of leave credit on the basis of each hour worked, in such a way as to permit the number of hours worked, to a maximum of 56, to average the Code maximum of 48 hours; and 4. a 60-day qualification period with one employer for the seamen, before leave credit is applied retroactively to them for the number of hours worked.

The report notes that this system of application of leave credit will, in all probability, be reflected in the other maritime agreements as they come up for renewal.

The features of the system encourage greater stability of the work force by discouraging drifters and ship-jumpers, who are, in part, responsible for the high turnover rate of seamen. In addition, the system will normalize the life of the individual seaman, the report says.

SIU Negotiations

The main problem in the 1967 negotiations between the SIU and the shipping companies was the lack of communication between labour and management. The subsequent settlement between the union and the companies failed to resolve many of the complex and long-outstanding issues confronting the parties and the industry. In the report, the Trustees emphasize that "such issues can be effectively discussed and resolved only outside contract negotiations, where there is a better chance that reason and objectivity will prevail."

The report comments on four basic issues "that have never been adequately dealt with by the industry:"

- manning;
- hiring halls;
- education and training; and
- the union's demand for a 40-hour week.

On these issues, union and management parties maintained views of which they had not seriously considered the implications and problems. The one issue upon

which the two groups were able to agree concerned the hours-of-work provisions of the Code.

The Trustees express their satisfaction with the provisions that were negotiated in the 1967 contract. They credit the successful agreement to the "new atmosphere of co-operation" and the recent efforts of the Canadian Lake Carriers' Association to co-ordinate and centralize their labour relations machinery.

Administration

The only form of control retained by the Trustees over union finances was a monthly review of the financial statements prepared by the Trustees' financial advisors.

The Board advised the SIU on its 1967 revenue estimates, and warned it of the considerable drop-off in revenue resulting from a reduction in the number of irregular workers in the industry. The Board advised the union to curtail or discontinue certain services to its membership in an effort to exercise tight control over union finances.

One of the Board's roles was that of advising and persuading the SIU, through the development and implementation of detailed guidelines, to improve its own financial administration.

The Board acted also as a co-ordinator and conciliator. The report notes that, "The Trustees occasionally found themselves in the awkward and delicate position of advisor to the union and mediator between the union and shipping companies, striving to achieve an equitable and practical solution to the particular dispute in question."

Co-operative Machinery

The Board devoted considerable time to encouraging the parties to act on their own initiative, and to establish among themselves labour-management and inter-union machinery. The Trustees emphasize in their report the need for such machinery "as a basic prerequisite to any form of lasting industrial peace in the industry."

The report stresses the need for inter-union communication and continuous dialogue concerning problems confronting them. Re-affiliation of the SIU with the Canadian Labour Congress, which will be discussed at the upcoming CLC biennial convention in Toronto, is necessary for this, the report says.

The report notes evidence of a more mature and better disciplined approach to internal problems within individual unions, and in their relationship with one another, despite some recent resurgence of inter-union rivalry, and the present financial difficulties facing the SIU. The Trustees state that the undemocratic union practices of the past no longer prevail, and that there is an improved climate of co-operation among union and management groups that will continue long after the removal of the union trusteeship.

50 Years Ago

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intended to mean. Perhaps the date of May 1 was a slip, April 1 being intended.

One blacksmith was to get $3.65 a day, whereas another blacksmith was to be paid $3.24 a day, which was the same as the pay of another employee who was shown as a blacksmith helper.

The board said that it recommended the rate of wages set down opposite each employee's name "as being the rate which the board thinks ought to be accepted by both parties to this dispute."

This journal reported that the Amalgamated Mine Workers of Nova Scotia had decided by a vote of nearly 98 per cent of its members to affiliate with the United Mine Workers. During March 1917, two applications for the appointment of conciliation boards were received by the Department of Labour from employees of the Glace Bay Colliery of the Dominion Coal Company, one being from employees who where members of the Provincial Workmen's Association, and the other from employees who belonged to the United Mine Workers of Nova Scotia, "the two organizations which have divided the field in that district for some time."

The Minister of Labour decided to recommend the appointment of a Royal Commission to inquire into the causes of unrest in the coal mining districts of Nova Scotia and into relations between the Dominion Coal Company and its employees. The Commission found that much of the unrest was due to the presence of the two rival labour organizations; and the outcome was that, on June 15, the two bodies were amalgamated under the name of the Amalgamated Mine Workers of Nova Scotia. The new body later became affiliated with the United Mine Workers of America.

The GAZETTE remarked that the UMW had at that time a strength of half a million members, and that the entry of the Nova Scotia organization meant the acquisition of more than a thousand new members. This journal added that it was expected that the miners of Inverness and Pictou counties, numbering about 4,000, would also affiliate with the United Mine Workers.

Manpower and Immigration announces personnel changes

J. C. Morrison, Director of the Home Branch of the Immigration Division, Department of Manpower and Immigration, has been appointed to his Department's newly created position of Director-General of Operations.

The new appointment, effective in April, is part of a general reorganization amalgamating the two separate administrative units of manpower and immigration into a single body governed by the Director-General of Operations. The duties of the former 10 branch directors are now being carried out by five regional directors.

Mr. Morrison is responsible for co-ordinating and reporting to the Deputy Minister (Field Operations) under the five regional directors.

J. P. Francis, Director of the Planning and Evaluation Branch, Department of Manpower and Immigration, and formerly Director of the Economics and Research Branch of the Department of Labour, has been appointed to the post of Assistant Deputy Minister (Manpower). He has replaced G. G. Duclos, who has taken a position with the Public Service Commission.

Task Force

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ning with the federal Industrial Disputes Investigation Act of 1907, which was designed to reduce the possibility of industrial conflict in public utilities and mines. "The examination of industrial relations systems in areas where disputes prejudice the public interest is of dominant concern to the Task Force," the report added.

Looking at the problem of technological change and its bearing on industrial relations, the Task Force made this comment: "The problem for industrial relations policy is one of balancing public and private responsibility and of balancing the distribution of private responsibility between workers and employers. . . . The Task Force is investigating this complex issue with the object of recommending a workable public policy that will preserve the public interest in the advantages deriving from change, and will at the same time protect the legitimate interests of the private parties."

Besides Dean Woods, the Chairman, the members of the Task Force are: Dean A. W. R. Carrothers, Faculty of Law, University of Western Ontario; Abbé Gérard Dion, Faculty of Social Sciences, Laval University; and Prof. J. H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto.

Price Indexes

Consumer, February 1968

The consumer price index (1949=100) increased by 0.1 per cent to 152.7 at the beginning of February from 152.6 at the beginning of January. It was 4.5 per cent higher than the February 1967 level of 146.1.

The food index declined 0.4 per cent to 149.8 from 150.4, but was 4.0 per cent above the level of February 1967. Price decreases were recorded for most beef and pork products and for chicken.

Bread prices declined by 1.6 per cent, and milk, butter and sugar prices were unchanged. With the exception of lettuce and celery prices, which declined substantially, higher prices were registered for most other produce items, particularly onions, carrots, cabbages and tomatoes.

The housing index increased by 0.5 per cent to 155.4 from 154.7. Home ownership costs rose by 0.8 per cent as a result of higher property taxes and dwelling insurance rates. Rents increased in most cities, with the largest increases occurring in Calgary, Edmonton and Vancouver. Fuel oil prices rose in a number of cities but other household operation items, especially furniture and floor coverings, were lower in price owing to the mid-winter sales.

The clothing index increased by 0.4 per cent to 134.0 from 133.4; higher price levels were recorded for women's wear, footwear and piece goods.

The transportation index declined by 0.5 per cent to 159.2 from 160.0 while the health and personal care index rose by 0.4 per cent to 194.3 from 193.6.

The recreation and reading index advanced by 0.9 per cent to 171.8 from 170.2.

The tobacco and alcohol index rose 0.1 per cent to 136.4 from 136.3.

Group indexes a year ago in February were: food 146.1; housing (shelter and household operation) 147.7; clothing 129.1; transportation 155.0; health and personal care 185.1; recreation and reading 163.6; tobacco and alcohol 126.8.

City Consumer, Feb. 1968

Between January and February, consumer price indexes advanced slightly in seven regional cities, declined marginally in two, and remained unchanged in one. Movements ranged from a rise of 0.4 per cent in St. John's to a decrease of 0.2 per cent in Toronto.

Food indexes declined in seven cities and rose in three. The largest increase, 0.9 per cent, was in St. John's, while Toronto and Edmonton-Calgary each recorded the largest decrease of 0.7 per cent. Housing indexes moved up in all cities except Montreal, which was unchanged from the preceding month.

Clothing indexes rose slightly in eight cities and remained unchanged in Saint John and Saskatoon-Regina. Mixed movements were registered in the transportation indexes, with increases in five regional cities and decreases in five.

Health and personal care indexes advanced in five cities, decreased slightly in four, and were unchanged in one. Recreation and reading indexes rose in all cities as a result of increased prices for magazines and camera film, with the increases ranging from 1.7 per cent in St. John's and Winnipeg, to 0.7 per cent in Vancouver. There were increases in the tobacco and alcohol indexes in four cities, a slight decline in one, and no changes in the remaining five.

Regional consumer price index point changes between January and February were: St. John's +0.5 to 132.1*; Halifax +0.5 to 144.8; Ottawa +0.5 to 151.9; Edmonton-Calgary +0.4 to 143.8; Saskatoon-Regina +0.3 to 142.9; Saint John +0.2 to 147.9; Vancouver +0.1 to 147.5; Montreal unchanged at 151.1; Winnipeg −0.2 to 148.8; Toronto −0.3 to 153.8.

Wholesale, January 1968

The general wholesale index (1935-39=100) was 266.8 in January, unchanged from the December index, and 2.0 per cent above the January 1967 index of 261.5 Five of the eight major group indexes were higher, and three declined.

The wood products group index rose 0.9 per cent to 354.9 from 351.9. A rise of 0.8 per cent to 202.3 from 200.7 in the non-metallic minerals products group index reflected higher prices for sulphur, coal, sand and gravel. The iron products group index advanced 0.5 per cent to 275.2 from 273.9.

In the vegetable products group index, an increase of 0.3 per cent to 230.8 from 230.0 reflected higher prices for fresh and dried fruits, potatoes, tea, coffee and cocoa, and vegetable oils and their products. The textile products group index advanced slightly to 257.4 from 257.0.

The chemical products group index moved down 3.2 per cent to 209.9 from 216.8 on lower prices for soaps and detergents, tanning and dyeing materials and organic chemicals. In the animal products group index, there was a decline of 1.2 per cent to 288.8 from 292.4, on price decreases for livestock, fresh and cured meats, eggs and unmanufactured leather. The non-ferrous metals products group index moved down 0.5 per cent to 254.2 from 255.6.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.6 per cent to 251.1 from 252.6 in the three-week period February 2 to 23. The animal products index declined 0.4 per cent to 316.5 from 317.8, and the field products index declined 0.9 per cent to 185.7 from 187.4.

U.S. Consumer, Jan. 1968

The United States consumer price index (1957-59=100) rose by 0.3 per cent between January and December. The index in January was 118.6, higher than a year ago by 3.4 per cent.

The only major category of consumer prices to decline was clothing, which decreased 0.9 per cent.

Price increases were also recorded in housing (including hotel and motel rates, home purchase and other home-owner costs) 0.3 per cent; transportation 0.7 per cent; health and recreation 0.4 per cent; medical care 0.6 per cent; personal care 0.3 per cent; reading and recreation 0.4 per cent.

Consumer prices generally were 4.9 per cent above a year ago.

British Retail, Dec. 1967

The British index of retail prices (Jan. 16, 1962=100) was 121.2 at December 12, compared with 120.4 at November 14, and 118.3 at December 13, 1966.

The index for the food group as a whole rose by 1.5 per cent to 120.1, compared with 118.2 in November.

The index for the housing group as a whole rose by nearly one half of one per cent, to 138.2, compared with 137.6 in November, mainly as a result of a rise in the average level of rent for unfurnished accommodation.

As a result of increased charges for electricity, the index for the fuel and light group as a whole rose by less than 2 per cent to 132.4, compared with 130.0 in November.

The index for the transport and vehicles group as a whole rose by nearly one half of one per cent to 114.4, compared with 113.9 in November.

In the remaining six groups, there was little change in the general level of prices.

Women in the Labour Force, 1967

Women's Bureau

The rise in the proportion of Canadian women entering the labour force continued during 1967. Ten years earlier, one woman in four was in the work force. By the end of 1967, the female labour force participation rate had climbed to one woman in three in the population group aged 14 and over.*

There has been a substantial increase in the number of married women working. In 1962, they comprised 48 per cent of all women in the labour force. Of the 2.4 million women in the work force in 1967, 53 per cent were married.

At the end of 1967, the Canadian population in this age group was almost 14 million, an increase of 2.7 million, or about 25 per cent more than in the previous decade. During this time, men and women have maintained almost equal distribution in the population. The labour force participation rate for women rose from 25.8 per cent in 1957 to 29 per cent in 1962; and in 1967, it reached 33.8 per cent. This 8-percentage-point gain in the female participation rate compares with a more gradual downward trend in male labour force participation, which declined from 82.3 per cent in 1957 to 77.5 per cent in 1967.

Numerically, the increase of women in employment presents a more dramatic picture. The number of women workers rose from 1.4 million in 1957 to 2.3 million in 1967 — or 64 per cent in the decade! By comparison, the total number of persons employed increased approximately 23 per cent to 7.4 million in the 10-year period. Men comprised 5 million of the total number of persons employed in 1967, an increase of 17 per cent from 1957.

The regional distribution of the increase of 580,000 women in the labour force between 1962 and the end of 1967 does not reflect any noticeable change in concentration. Two thirds of the women in the labour force reside in Ontario and Quebec; in 1967, they numbered 906,000 in Ontario and 660,000 in Quebec. There was a slight decline in the proportion of women in the labour force in the Maritime and Prairie regions, which account for 8 and 16 per cent of the total in Canada, and a slight gain in British Columbia, where 10 per cent of women in the work force reside.

The average age of women in the labour force in 1967 was 35.6, only a slight change from 1962, when the average age of women workers was 35.4. One out of five women in the labour force is between 35 and 44, and those over 45 years of age constitute about 30 per cent of the female labour force.

Of the 2.4 million women in the labour force in 1967, 468,000 were in the 35-to-44 age group, 433,000 were between 20 and 24, 424,000 were in the 25-to-34 year bracket, and 422,000 were between 45 and 54. The lowest age group, 14 to 19 years, was represented by 357,000 women, or 15 per cent of the total female labour force; and those 55 and over numbered 263,000 or 11 per cent of the total.

Since 1957, there has been an increase in the labour force participation rate of women in all age groups except the youngest, 14 to 19 years. The largest increase in participation rate was among those 45 to 54 years old, from 26 per cent in 1957 to almost 40 per cent in 1967. In the 35-to-44 age bracket, 37 per cent of the women were in the labour force in 1967, compared with 25 per cent 10 years earlier.

The labour force participation rate of married women rose from 21.6 per cent in 1962 to 28.3 per cent in 1967. In other words, more than one married woman in four in the population is in the labour force. More than half of the 2.3 million women employed in 1967 were married.

About half of the 1.8 million single women in the population are in the labour force. The proportion has decreased slightly during the past five years.

About 29 per cent of widowed, separated or divorced women, numbering 761,000 in 1967, were present in the work force. This is about the same ratio as for married women.

For more than half of the Canadian workers, the work-week is between 35 and 44 hours long. A much higher proportion of women than men work fewer than 35 hours per week. But for work-weeks of 45 hours or more, the opposite is true, and men predominate.

There were few noticeable changes in the proportion of women employed in various industries. The proportion increased from 28 per cent in 1962 to 31 per cent in 1967.

The largest increase was in trade. This industry employed 407,000 women, an increase of 2.1 per cent. One working woman in three was employed in this sector in 1967.

Numerically, the greatest number of women, over one million in 1967, are employed in the industry classified as community, business and personal services, which includes, among others, teachers and nurses. In this sector, employment rose by half a million between 1962 and 1967, and women maintained their proportion of 60 per cent of the total.

Between 1962 and 1967, women increased their share of occupational groupings in which they predominated. The largest increase occurred in clerical occupations. In 1967, the 704,000 women in clerical occupations represented 68 per cent of the total. The next largest number, more than half a million women, are in service and recreation occupations, of which they constituted 60 per cent of the total number of persons employed during 1967. In third place numerically are women in professional and technical occupations, in which 395,000 women represented 43 per cent of the 1967 total.

*This population group, aged 14 and over, excludes inmates of institutions, armed forces, Indians living on reserves, Yukon and Northwest Territories.

The booklet *Facts and Figures: Women in the Labour Force*, upon which this article is based, may be obtained from the Women's Bureau, Canada Department of Labour, Ottawa. Source of the data is the twelve-month annual averages, Special Tables, Dominion Bureau of Statistics, Special Surveys Division.

Saskatchewan's School-Work Program For the Under-achiever

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Much has been written about the school dropout, the under-achiever and the academically limited. And many programs have been devised to help such individuals achieve a satisfactory vocational adjustment. The most recent of these, a co-operative school-work training program, developed by the Saskatchewan Department of Education, is gaining increasing acceptance throughout the province.

The program was developed originally in September 1965 under the joint sponsorship of the Saskatchewan Association for Retarded Children and the Department of Education. It was intended for educable mentally retarded yound people, and was designed to bridge the gap between school and independent employment.

The program offers half-day work experience in actual job situations plus half-day school work, or a block-method system in which students spend several days in the classroom followed by several days on the job. The school curriculum revolves around life-oriented situations and experiences.

The program has now been expanded, and it provides a work-oriented experience to youths who, regardless of their category, are likely to leave school early, and are ill-prepared for the world of work. It has been designed so that it can be used by young people who need this type of program, whether they live in city, town or country. In addition, it will serve one student or many students at a given time.

Business and industry within the community provide actual work experiences for student trainees. The purpose is to motivate under-achieving pupils toward a new interest in school, and to facilitate a smoother transition to work.

The work experience programs are of three years duration, corresponding to the high school years. During the first year the students learn to upgrade their basic skills through a practical vocational program and through around-the-school work experience, in preparation for work-training on the job in the following two years. During these two years, the students spend the time in taking additional work-training and units of study designed to prepare them for independent living and to improve further their basic skill subjects.

Each year, three or four different work experiences are offered.

The work done by the students is exchanged for the training and supervision given by the employers. The students receive no remuneration from the employers during the training session. The employers are encouraged to offer the students employment after school hours and during weekends at regular wages. These offers are private and do not involve the school boards.

A pilot project was undertaken in January 1966 at Prince Albert, with 13 pupils from both public schools and separate schools participating. The students received their work experience during the morning and attended school during the afternoon. Students did such work as packaging and weighing meat, stocking shelves, service station work, stock receiving, messenger work, and housekeeping, supply room and dietary kitchen work in hospitals and in homes for the aged. They were assigned to a work station until the Easter recess. After the Easter vacation, students were rotated to other work stations. School guidance officers, as well as classroom teachers conferred with employers periodically, in order to correct any difficulties and to make the work experience as meaningful as possible.

By the end of June 1967, there were approximately 120 young people from 21 centres in the province involved in co-operative school-work training programs, and 33 additional schools had indicated their intention to institute a work experience program in the 1967-68 school year.

Students in work-training, teachers, supervisors and employers have all been quick to realize and acknowledge the value of the work experience. The students themselves are displaying improvements in personality, most noticeably in the gain of self-confidence and self-esteem. Exposure to employment and to opportunities to demonstrate work proficiency has resulted in an increase in the number of jobs offered by the businessmen who have been conducting the programs. Employers have also made valuable suggestions concerning the type of training the students should receive.

Support and co-operation have been forthcoming also from union organizations. Indeed, there is a pervasive belief that an effective liaison with labour through local labour councils is essential to prevent difficulties arising from misunderstandings on the job.

Exposure of their students to the world of work has provided the schools with an opportunity to further assess and develop their skills. It has pointed up the fallacy that intelligence is the only key to predicting success. Work training has helped to give each child the assurance that he has the ability to handle certain tasks, and it has reduced the emphasis upon academic success. Moreover, work training has extended to each individual the promise of eventual self-sufficiency.

A growing awareness that work-training programs are proving better suited than traditional methods to the needs of the educable retarded and slow-learning youths has prompted many school systems to expand their programs. There is reason to believe that the number of pupils absorbed into this type of program will have doubled by the end of 1968, and that approximately 1,000 Saskatchewan students will be enrolled by 1971.

Analysis of Collective Bargaining Agreements

Labour-Management Consultation Branch

"I could show you a seniority provision that is ten pages long" said Félix Quinet, Chief of the Department of Labour's Collective Bargaining Division, holding up one of the more than 8,000 bargaining agreements he collects. He was illustrating, he explained as the agreement went back in his desk, the growing complexities of collective bargaining agreements, and the complexities of his job, which is to study them.

Chances are that if you work in an organized shop, the contract governing your wages and working conditions contributes to the "complexities" of Mr. Quinet's job. He oversees four economists who analyze agreements sent in from across Canada, feed the product of their research into a coding system, and . . . ZIP . . . Did you know that severance pay is stipulated in 94 per cent of agreements in the rockets-to-the-moon industry?

If in the old days you could wrap up an agreement in ten pages or less, the multi-aspects of today's agreement are likely to take up as much space as a cookbook. The clauses may range through a gamut of subjects from wages to the availability of drinking water on construction sites.

One of the division's major studies, that of providing an analysis of bargaining agreements, was requested last year by unions, companies and agencies in the private and public sectors that represent about one million employees. The division performs such a service for people approaching a new contract.

"My division performs a useful role in Canadian economic and social life by giving out information on the kind of conditions people work under," continued Mr. Quinet. "We provide information on how problems are dealt with in bargaining."

"Let's take an example, and say automation is pending at a factory. You can see that there are potential problems . . . changes that will have to be made in the next agreement. It would be helpful to the union to know how existing provisions in other agreements intended to protect workers under such conditions of change. Likewise, the company would like to know of provisions intended to make easier the introduction of automation.

"Now, this is where my division comes in. We have been doing surveys on the impact that automation has on agreements. We have more than 8,000 agreements to work with here, and I don't know how many include provisions for change.

"The company and union I just mentioned might benefit by studying the surveys, which are based on the experiences of other unions and firms. They can write their agreement with the help, so to speak, of other companies and unions that have gone through the same thing."

Studies are divided into examination of the terms of labour-management settlements, and examination of the full contents of collective bargaining.

A statistical analysis of the terms of major settlements reached in Canadian industries (except construction, which Mr. Quinet plans to add once his staff is increased) is published monthly as a supplement to the LABOUR GAZETTE. A recent *Collective Bargaining Review* gave, for example, the wage increases negotiated in 35 major agreements that cover 67,00 workers.

Studies of the contents of agreement are not statistical only, but often includ expert commentaries on particular pro visions. An example is the recent study o automation provisions, *Response to Tech nological Change*.

Often, the negotiators who use Mr Quinet's studies are the same people wh produce them. "Collective agreement influence each other," he said. "The agree ment sent to us by a team of negotiator in Toronto will perhaps become part o our studies that are used by negotiator in Montreal. At the same time, th Toronto negotiators may find certain ele ments in our other studies that they wil introduce in their agreements."

Mr. Quinet, who also lectures in in dustrial relations at the University o Ottawa, believes that the collective agree ment is central to the way of life of man Canadians. "Our labour-management re lationship is primarily based at the gras roots. The parties to collective agreement are close to the local problems and th pulse of the community.

"The community has an influence o the terms of the contract, and the contrac in turn makes an impact on the communi ty. In some collective agreements seniorit provisions take into consideration th number of dependents a man has, whic may reflect strong family-oriented tradi tions in the community. On the othe hand, the collective agreement can be source of influence. Surely contrac provisions that stipulate equal pay fo equal work, and educational leave hav an impact on the attitudes of the work force."

The Most Beautiful Anti-Poverty Program

By Barbara Dubivsky

Older Workers' Section
Department of Manpower
and Immigration

If ever you come upon a group of senior citizens hard at work developing a roadside park or planting flower beds in a town square, check their thumbs. They're sure to be "green."

More likely than not, the men will be members of Green Thumb, Inc., working to conserve and beautify America through what has been called "the most beautiful anti-poverty program." In this war on poverty, the weapons are hoes, rakes, pruning shears and shovels.

Independent in every way but financial, these oldsters are using the know-how and skills accumulated during a lifetime of tending the soil to augment their meager incomes under a program sponsored by the National Farmers Union and funded through the U.S. Labor Department's Bureau of Works. Green Thumb, Inc., now operates in only seven states: Arkansas, Indiana, Minnesota, New Jersey, Oregon, Virginia and Wisconsin. But waiting in the wings, with applications being reviewed are: Kentucky, Oklahoma, Nebraska, New York, Pennsylvania and South Dakota.

Next year's budget willing, some or all of these states will be accepted into the program. This year, $2.5 million was allocated by the federal Government. Only about 12 per cent of this goes toward administrative salaries. The rest is funneled to individual projects through state directors who work closely with the Washington Green Thumb headquarters but have considerable autonomy in their own bailiwicks. Over 42 per cent of the field staff are at the poverty level. States participating in the Green Thumb program are required to make commitments in kind equal to 20 per cent of the amounts allotted them.

In the two years the program has been operational, one woman and 1,179 men have already built 50 parks and rehabilitated 60 more. They have also planted over a million trees, many as living screens to hide eyesores. And they have landscaped bridge approaches, cut back hiking trails, tidied up highway embankments, and fashioned picnic tables and benches.

This is a generation to whom a good job of work has always been a matter of course and a matter of pride. It's tough for the weeds to get ahead of them. "We have no motivational problems," reports George H. Meagher, national director of Green Thumb. "If anything, we have to keep the men from working too hard. I've had a state highway director tell me he can pick our crews out from half a mile away. Our men are the ones working."

"A Green Thumb project" sign at a worksite has come to command considerable respect. In Oregon, it stands on Highway 25 where wild rhododendrons were harvested and replanted along the route to Mount Hood. Recently the sign was carried into an Indiana schoolyard where the oldsters instructed children in planting and maintaining trees the youngsters bought to dress up their new school.

One of the projects has been proposed for an award. The Whorton Creek Park of Madison, Ark., has been entered by the state's highway department in a "Most Beautiful Park of 1967" contest.

Admittedly, the years have slowed the men down some, but they're still capable of putting in an eight-hour day three or more times a week. The $1.25 or $1.50 an hour they're paid (variation depends on prevailing wages in different areas) puts many of them over the poverty line for the first time in years.

To qualify for the program, the men must verify their low incomes. That isn't hard. Most of them were near retirement when farmers became elegible for social security, and so they receive small benefits. The goal of Green Thumb is to provide each worker with an additionla $1,500 cash income to supplement his social security, annuities, farm income and/or welfare.

Before joining Green Thumb, 60-year-old David Jackson Morrison of Stone County, Ark., had an annual income of $500. He tells you, "We are earning the money we get. None of us like to get charity."

If private industry isn't always as interested as it should be in hiring qualified senior citizens, Green Thumb goes out of its way to bring them in. First preference is given to those over 65 years of age, and secondly to those over 55. But there are no age restrictions, and occasionally "youngsters" under 55 are accepted when no one else is available.

Recruiting is done through state and local employment offices. All candidates must pass a physical examination. Those who don't are referred to appropriate agencies for treatment.

Dr. Blue Christian, assistant to Green Thumb President Tony de Chant reports "they have such a great feeling for it, we cut our basic training program considerably. Now most of it is done on the job, except for some safety instruction." An additional Green Thumb goal is to prepare at least some of the men for eventual employment in private industry. Already their work record has broken down some of the prejudices against hiring older people.

New Jersey, the Garden State, is most active in developing commercially oriented training programs. Toward that end, specialists at Rutgers University have set up classes in pruning, cultivation, spraying, planting and care of ornamentals, pesticide safety, propagating seedlings and the like. Roughly a third of the men in the State's program have gone on to better paying jobs with private landscape firms and nurseries. One 72-year-old now tends the greens and fairways of the Oak Hill Golf Club near Riegel Ridge.

Though there is no discrimination by sex, Mrs. Mildred McRae of Delight, Ark., is the only woman in the program for the moment. But many ladies are expressing an interest in the community service work she does as representative for Green Thumb. Mrs. McRae works closely with garden clubs, brightening up the approaches to small towns, which are often very bleak. Having cut back unsightly hills, seeded knolls and planted flowers by way of improvement, her Green Thumbers finish off the job by putting up "Welcome to . . ." signs.

Anyone who wonders if there is pride of accomplishment in the work being done has only to talk to William Perry Morrison, who says, "Green Thumb is just like a man getting married and having his children to carry on. In the same token, us Green Thumbers create something for coming generations to enjoy and remember us by."

The LABOUR GAZETTE thanks Barbara Dubivky, of The New York Times Washington Bureau, and the Editor of The New York Times for permission to reprint this article.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during February. It granted seven applications for certification, rejected one, and granted one for the revocation of a previous certification. During the month, the Board received eleven applications for certification, and allowed the withdrawal of one.

Applications for Certification Granted

1. Canadian Union of Public Employees on behalf of a system-wide unit of production employees of the Canadian Broadcasting Corporation. The application was opposed by three interveners: the National Association of Broadcast Employees and Technicians; the Associated Designers of Canada — Television, Film, Theatre; and the *Syndicat général du cinéma et de la télévision* (CSN), (Section Radio-Canada) (L. G., Feb., p. 103).

2. Asbestos Workers' Union, Local 1612, on behalf of a unit of stevedores and water nippers employed in the loading and unloading of vessels at Baie Verte, Nfld. by Outfitters Incorporated Limited, Corner Brook, Nfld. (L. G., Mar., p. 155).

3. *Le Syndicat national des employés de C.K.C.H.* (*CSN*) on behalf of a unit of employees of *La Compagnie de radiodiffusion C.K.C.H. de Hull Limitée*, Hull, Que. (L. G., Mar., p. 155).

4. United Steelworkers of America on behalf of a unit of employees of Giant Yellowknife Mines Limited, Yellowknife, NWT. The application was opposed by the Tunnel and Rock Workers' Union, Local No. 168, Labourers' International Union of North America as intervener (L. G., April, p. 224).

5. United Steelworkers of America on behalf of a unit of employees of Cominco Ltd., Trail, B.C., engaged in its Con-Rycon operations at Yellowknife, NWT (L. G., April, p. 224).

6. United Steelworkers of America on behalf of a unit of employees of Cominco Ltd., Trail, B.C., engaged in its operations at Pine Point, NWT (L. G., April, p. 224).

7. United Steelworkers of America on behalf of a unit of employees of Inspiration Limited, Montreal, Que., consisting of employees in its Mining Services Division in the NWT, formerly employed by Boyles Bros. Drilling (Alberta) Ltd. (L. G., April, p. 224).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, Canadian Broadcasting Corporation, respondent (production employees and technicians), the Canadian Union of Public Employees, intervener, the Association of Radio and Television Employees of Canada, intervener, Associated Designers of Canada—Television, Film, Theatre, intervener, and the *Syndicat Général du cinéma et de la télévision* (*CSN*), (Section Radio-Canada), intervener (Reasons for Judgment to be issued).

Application for Revocation Granted

Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union (L. G., Feb., p. 103). The application was for revocation of the Board's order of January 14, 1957, certifying the respondent union as bargaining agent for a unit of clerical, office and sales staff at Montreal and Dorval, Que.

Applications for Certification Received

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of The Public Markets Limited, St. Boniface, Man. (Investigating Officer: A. E. Koppel).

2. United Steelworkers of America, Local 924, on behalf of a unit of employees of Western Catering Limited, Vancouver, B.C., employed at United Keno Hill Mines Limited in the Y.T. (Investigating Officer: D. H. Cameron).

3. United Steelworkers of America, Local 1051, on behalf of a unit of employees of Anvil Mining Corporation Limited, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

4. United Steelworkers of America, Local 926, on behalf of a unit of employees of New Imperial Mines Ltd., Vancouver B.C., consisting of employees engaged i its operations in the area of Whitehors Y.T. (Investigating Officer: D. H. C meron).

5. United Steelworkers of Americ Local 924, on behalf of a unit of employe of United Keno Hill Mines Limited, Els Y.T. (Investigating Officer: D. H. C meron).

6. United Steelworkers of Americ Local 953, on behalf of a unit of employe of Canada Tungsten Mining Corporatio Ltd., Vancouver, B.C., engaged in i operations in the NWT (Investigatin Officer: D. H. Cameron).

7. Seafarers' International Union c Canada on behalf of a unit of unlicense personnel employed by Clarke Traffi Services Ltd., Montreal, Que., on the M *Chimo*, MS *Cabot* and MV *North Voyageur* (Investigating Officer: G. R. Doucet

8. General Drivers' and Helpers' Unio Local 31, International Brotherhood c Teamsters, Chauffeurs, Warehouseme and Helpers of America, on behalf of unit of employees of Canadian Propan Consolidated Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

9. Teamsters, Chauffeurs, Warehouse men and Helpers, Local 880, Inte national Brotherhood of Teamsters, Chau feurs, Warehousemen and Helpers c America, on behalf of a unit of employee of Kingsville Cartage Company Limited Kingsville, Ont. (Investigating Officer: K Hulse).

10. *Le Syndicat National des préposés l'entretien du chemin de fer de Q.N.S.L.R de Sept-Iles* (*CSN*) on behalf of a uni of telecommunications and signals depart ment employees of the Quebec Nort Shore and Labrador Railway Company Sept-Iles, Que. (Investigating Officer R. L. Fournier).

11. Building Material, Constructio and Fuel Truck Drivers Union, Local 213 International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helper of America, on behalf of a unit of employees of Gordie's Trucking Ltd., White horse, Y.T. (Investigating Officer: C. M Gilmour).

Applications for Certification Withdrawn

International Union of Operating Engineers, Local 115, on behalf of a unit o employees of Gordie's Trucking Ltd. Whitehorse, Y.T.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During February, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. The St. Lawrence Seaway Authority (operational and maintenance group) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

2. The St. Lawrence Seaway Authority (construction branch) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

3. The St. Lawrence Seaway Authority (Cornwall headquarters bargaining unit) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

4. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: A. E. Koppel).

5. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. M. Gilmour).

6. Canadian Freightways Limited, Calgary, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

7. Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

8. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362, 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. United Grain Growers Limited, Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

10. Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416, United Packinghouse, Food and Allied Workers (office workers) (Conciliation Officer: T. B. McRae).

11. Central Mortgage and Housing Corporation ("Place Benoit," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

12. Central Mortgage and Housing Corporation ("Benny Farm Housing Project," Montreal, Que.) and International Union of District 50, United Mine

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning of violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Sakatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the Province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Workers of America (Conciliation Officer: G. R. Doucet).

13. Central Mortgage and Housing Corporation ("Villeray Terrace," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

Settlements by Conciliation Officers

1. Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

2. Cassiar Asbestos Corporation (Clinton Creek Operation) Dawson City, Y.T., and Local 564, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., March, p. 157).

3. D. S. Scott Transport Limited, Vancouver, B.C., and Locals 31, 938, 106, 141 and 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., March, p. 157).

4. Gill Interprovincial Lines Limited, North Burnaby, B.C., and Locals 31, 362 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., March, p. 157).

5. Montreal City and District Savings Bank and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: C. E. Poirier) (L. G., Feb., p. 104).

6. Midland Superior Express Limited, North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Dec. 1967, p. 754).

7. Boyds Express Ltd., Lachute, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet) (L. G., Jan., p. 39).

Conciliation Boards Appointed

1. The Shipping Federation of Canada, Inc., Montreal, Que., and Locals 375, 1552, 1657, Montreal; Local 1846, Trois Rivières; Locals 1605 and 1739, Quebec City; International Longshoremen's Association (L. G., April, p. 225).

2. The St. Lawrence Seaway Authority (operational maintenance group, construction branch, and Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (see foregoing).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between Northern Telephone Limited, New Liskeard, Ont., and District 10, Communications Workers of America (L. G., April, p. 225) was fully constituted in February with the appointment of F. J. Ainsborough, Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee C. C. Ames, Kirkland Lake.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (L. G., April p. 225) was fully constituted in February with the appointment of Maynard B. Golt, Q.C., Montreal, as Chairman. Mr. Golt was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Lt.-Col. Fernand Mousseau, Hull, and union nominee M. K. Carson, Ottawa.

3. The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (L. G., April, p. 225) was fully constituted in February with the appointment of Judge René Lippé, Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. V. Hicks, Q.C., Toronto, and union nominee Maurice W. Wright, Q.C., Ottawa.

4. The Board of Conciliation and Investigation established in December to deal with a dispute between the National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L. G., April, p. 225) was fully constituted in February with the appointment of Judge Jean-Paul Noel, Montreal, as Chairman. Judge Noel was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert Hainault, and union nominee Claude St. Arnaud, both of Montreal.

Settlement Reached after Board Procedure

Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., April, p. 226).

Dispute Settled by Mediation

Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and the Associaton of Flin Flon Trade Unions (L. G., April, p. 226). J. S. Gunn, Ottawa, was appointed mediator by the Minister on February 22. Mr. Gunn reported settlement of the dispute on February 29, and a strike set for March 1 was averted.

Conciliation Boards Not Appointed

1. Channel Seven Television Limited (CJAY) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (L. G., March, p. 156).

2. National Harbours Board, Churchill, Man., and Public Service Alliance of Canada (L. G., Dec. 1967, p. 754).

Wage Schedules Prepared In January

During January, the Department of Labour prepared 240 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 104 contracts in these categories were awarded. In addition, 98 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	105	$130,583.00
Post Office	26	168,467.45
RCMP	3	29,341.00
Transport	1	11,962.50

During January, the sum of $21,204.78 was collected from 36 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 508 workers concerned.

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled an arbitration award valid because the Board had acted within its jurisdiction.

The Manitoba Court of Queen's Bench has ruled a trucking operation, in pith and substance, intraprovincial and within the jurisdiction of the Manitoba Labour Board.

Legislation Branch

The Supreme Court of Canada decided unanimously on December 18, 1967 that an arbitration board had not exceeded its jurisdiction. In the Court's opinion, the board's award had not amended, but had only interpreted the collective agreement under which the board was constituted.

The arbitration board was set up pursuant to a provision of the collective agreement between the Hudson Bay Mining and Smelting Co. Ltd. and unions representing its employees, including the International Association of Machinists and Aerospace Workers, Flin Flon Lodge No. 1848, and the Flin Flon Base Metal Workers Federal Union No. 172.

In dispute was a change effected in the company's retirement pension plans when the Canada Pension Plan was introduced on January 1, 1966. The unions opposed this change and the arbitration board upheld the unions' interpretation of the pension plan provision under the collective agreement.

The company then moved in the Manitoba Court of Queen's Bench for an order declaring that the award was invalid because the board had exceeded its jurisdiction; the motion was dismissed (L. G. 1967, p. 418). When the company appealed to the Manitoba Court of Appeal, its claim was allowed, thereby reversing the decision of the Court of Queen's Bench. Subsequently the unions appealed to the Supreme Court of Canada, seeking to restore the order of the Court of Queen's Bench and so reinstate the arbitration award.

Circumstances

Mr. Justice Martland, delivering the decision on behalf of the Supreme Court, first reviewed the relevant sections of the collective agreement, dated September 16, 1965, between Hudson Bay Mining and Smelting Co. Ltd. and the unions.

There was provision for the determination of grievances concerning interpretation of the agreement. If any dispute could not be settled by negotiation between the company and the unions, it could be referred to an arbitration board pursuant to Article XXIII. Mr. Justice Martland quoted Sec. 3 of that article.

> The decision of a majority of the arbitration board shall be in writing and delivered to the parties hereto. It shall be final and binding upon the parties hereto, subject to the condition that the decision shall not, without the consent and approval of the parties hereto, rescind or amend any of the terms or conditions of this collective bargaining agreement, but shall be in general accord with the scope and terms thereof.

It was the interpretation of Article XIV that gave rise to the dispute. In this article, the company agreed "to continue, in accordance with the terms of the present agreements, its support of the welfare plans now available to the employees" including, among others, the "Retirement Pension Plan." This plan came into effect on May 1, 1940 and had undergone revisions over the years. Under the pension plan, employees contributed 3 per cent of their earnings, and the company contributed the balance necessary to purchase a pension that would provide an annual retirement income equal to 45 per cent of the employee's total contributions.

In a booklet titled "Welfare Plans," which the company had issued to employees, it was stated concerning the Retirement Pension Plan that:

> (a) The Company shall administer the Plan and have the power to decide all matters with respect thereto, insofar as there is not conflict with the rules, regulations and practices of the Canadian Government Annuities Branch and the North American Life Assurance Company.
>
> (b) The Company reserves the right to change or discontinue the Plan at any time if, in the sole opinion of the Company, conditions require. In the event of it being necessary to discontinue the Plan, contributions deposited up to such time by both employees and Company shall vest solely with the employees.

Pension Plan Integration Proposed

On December 3, 1965 the company informed its employees that the Canada Pension Plan would become effective at the beginning of 1966; instead of deducting an additional 1.8 per cent of earnings as was required for the Canada Pension, the company proposed to take the Canada Pension deduction out of the existing 3 per cent deduction for the company's Retirement Pension Plan.

The result would be that 1.2 per cent would go to the company plan and 1.8 per cent to the Canada Pension Plan. The employee would therefore receive a reduced pension under the company plan, but would also receive a pension under the Canada Pension Plan. "In other words," Mr. Justice Marland said, "the respondent [the company] proposed to 'integrate' the pension benefits under the Company Plan with the pension benefits under the Canada Pension Plan."

The unions argued that integration of pension plans was a breach of Art. XIV of the collective agreement: by this article, they said, the company agreed not to discontinue support of existing welfare plans, and they said that the phrase, "in accordance with the terms of the present agreements," was to be interpreted to mean that support of the plans as they existed when the collective agreement came into effect would be continued.

The company contended that "the terms of the present agreements" included those terms giving the right to change or discontinue the Retirement Pension Plan.

Arbitration was resorted to, and the board, by a majority of two to one, upheld the unions' interpretation of Art. XIV.

Attempts to Set Aside Award

When the company made its motion for an order to set aside the award before Mr. Justice Dickson of the Manitoba Court of Queen's Bench, it argued that the arbitration board had exceeded its jurisdiction. Mr. Justice Dickson found that:

> The Board of Arbitration was constituted by applicant [the company] and respondents [the unions]. At the outset of the hearing before the Board, counsel for applicant agreed, according to the report of the applicant's nominee, Mr. Taylor, 'that the grievance was properly before the Board.' The Award makes it clear that the members of the Board of Arbitration directed their minds to the question of the construction to be placed upon Art. XIV. This was the question put to the Board by applicant and respondents. The Award does not go beyond that question. The interpretation given by the Board is one which the language of Art. XIV will reasonably bear. That is sufficient to defeat applicant's motion, which therefore fails.

The company appealed this dismissal of its motion, and the majority of the Manitoba Court of Appeal decided that the arbitration board had amended the collective agreement rather than just interpreted it and, therefore, exceeded its jurisdiction. The Court held that, when the collective agreement is read together with the relevant parts of the "Welfare Plans" booklet, it seemed clear that both the company and the unions realized that welfare plans would have to be revised with changed conditions. The Court of Appeal further held that Art. XIV did not in any way limit the company's support to the exact formulas existing when the collective agreement was signed, but did provide that support of any particular plan would not be withdrawn. In the Court's view, the proposed integration of the pension plans was contemplated by the parties.

Supreme Court Decision

Speaking for the Supreme Court of Canada, Mr. Justice Martland could not agree with the conclusions of the Court of Appeal; he said that he shared the view expressed by Mr. Justice Dickson and that:

> In reaching the conclusion which it did, the arbitration board was fulfilling its duty to interpret Art. XIV and it did not, by its decision, amend the collective agreement. When the respondent [the company] agreed to continue its support of the welfare plans in accordance with the terms of the present agreements, that commitment can certainly be construed as an undertaking by it not to discontinue any of those plans, but to maintain them as they then existed. Such an interpretation of the Article is, in my opinion, not only a proper one, but is probably the right one. But whether right or wrong, in my view the board interpreted and did not amend the agreement. This being so, it did not exceed its jurisdiction and its award is valid.

The Supreme Court of Canada allowed the appeal of the unions and restored the order of Mr. Justice Dickson of the Manitoba Court of Queen's Bench, by which the arbitration board was declared to have acted within its jurisdiction. The unions were awarded their costs in the Supreme Court and in the Manitoba Court of Appeal.

International Association of Machinists and Aerospace Workers, Flin Flon Lodge No. 1848 et al. v. Hudson Bay Mining and Smelting Co. Ltd. 68 C.L.L.C., para. 14, 069.

MANITOBA COURT OF QUEEN'S BENCH

On November 16, 1967 Mr. Justice Matas of the Manitoba Court of Queen's Bench dismissed an application for *certiorari* to quash two decisions of the Manitoba Labour Board affecting a company carrying on intraprovincial and extraprovincial transport. The Court rejected the argument that the company's business fell within federal jurisdiction, and held that the company's operations were, in pith and substance, provincial in character, whereas its extraprovincial transport operations were casual and merely incidental to what was basically and essentially an intraprovincial business. Consequently the Court ruled that the company's labour relations were not subject to the federal Industrial Relations and Disputes Investigation Act, but were governed by the Manitoba Labour Relations Act.

Circumstances

Invictus Limited is incorporated under the laws of the Province of Manitoba; further, it is registered to do business in Manitoba. In 1963, Invictus registered under the terms of the Manitoba Partnership Act, declaring that it was carrying on business as a trucking and transportation organization under the name of the R. C. Owen Transport Company. The business of the company in Manitoba has been the transport of general freight and horses for hire, racing horses, show horses, and jumping horses.

The company is also registered in Alberta under the Alberta Companies Act, and is licensed to do business in Saskatchewan. Business outside Manitoba, including states of the United States, has, in fact, been only that of transporting horses.

On February 16, 1967 the Manitoba Labour Board certified the General Drivers, Warehousemen, and Helpers Union, Local 979, as bargaining agent for the employees of R. C. Owen Transport Company in these words, which are excerpted from the certification order:

> "Therefore, The Manitoba Labour Board Does Hereby Certify to all parties concerned that the above-named Applicant Trade Union is the properly chosen bargaining agent for a bargaining unit composed of all truck drivers, warehousemen, helpers, and mechanics in the Province of Manitoba, except those excluded by the [Manitoba Labour Relations] Act; and such bargaining agent may, pursuant to Section 12 of the Act, give the employer concerned, or be given by the employer concerned, notice to commence collective bargaining with a view to the conclusion of a collective agreement."

The second decision of the Manitoba Board affecting the labour relations of Invictus Limited through its associate, R. C. Owen Transport Company, was an order issued by the Board on July 27, 1967 whereby consent to prosecute Invictus for an alleged violation of the Manitoba Labour Relations Act was granted to the Drivers Union.

Subsequently, Invictus applied by way of *certiorari* to quash both the certification and the consent to prosecute orders on three grounds:

1. The Manitoba Labour Board, in issuing the certificate and making the consent order, acted without and in excess of jurisdiction.

2. The undertaking of Invictus Limited fell within the exclusive jurisdiction of the Parliament of Canada under Sec. 91(29) and Sec. 92(10) (a) of the British North America Act, and so the Canada Industrial Relations and Disputes Investigation Act, and not the Manitoba Labour Relations Act, applied to the labour relations between Invictus and its employees.

3. Alternatively, there was an error on the face of the record in that the Board purported to certify the Drivers Union for a bargaining unit "of all truck drivers, warehousemen, helpers and mechanics in the Province of Manitoba, except those excluded by the Act" without restricting such certification to the employees of a particular employer or group of employees.

Examination of Grounds for Certiorari

Mr. Justice Matas did not give any further consideration to ground (1) since it was, he said, "based on the submissions in respect of grounds (2) and (3)".

To determine the validity of ground (3) — that there was an error on the face

of the record — he examined the affidavit of the registrar of the Manitoba Labour Board, together with the certification order itself. From material submitted as part of the registrar's affidavit, Mr. Justice Matas found that the error apparently arose in the certificate because, on the application for certification made by the Drivers Union, the proposed bargaining unit was described as "all truck drivers, warehousemen, helpers and mechanics in the Province of Manitoba." The Board, on its certificate, repeated this wording and added "except those excluded by the Act." Mr. Justice Matas noted that, further on in the operative section of the certificate, reference is made to the "employer concerned." He concluded in the matter of ground (3):

> It is obvious that what is intended is inclusion of employees in the Province of Manitoba of this particular employer. I regard the error as "formal or accidental." Merely formal or accidental errors on the face of the proceedings do not now afford grounds for *certiorari* . . . . I would not grant the order for *certiorari* on this ground.

Turning to ground (2) — that the trucking operation fell within the exclusive jurisdiction of the federal Parliament — Mr. Justice Matas said that the relevant statutory provisions are contained in the federal Industrial Relations and Disputes Investigation Act and the British North America Act. Sec. 53 of the IRDI Act states that this Act:

> 53 . . . . applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing, . . .
>
> (b) Railways, canals, telegraphs and other works or undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province . . . .

Sec. 92 of the BNA Act, 1867, gives the provinces the power to make laws in relation to:

> 92(10) Local Works and Undertakings other than such as are of the following Classes:—
> (a) Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province.

The exceptions contained in 92(10) (a) are transferred to the exclusive authority of the Parliament of Canada by the provision in Sec. 91(29) that confers the exceptions to provincial powers on the federal Parliament. Thus Mr. Justice Matas stated that if the business of Invictus Limited fell under the jurisdiction of Parliament, the labour relations of Invictus would be within that jurisdiction too.

The Winner Case

The Court proceeded to examine ground (2) in the light of case law. The line of cases relating to the jurisdiction question for highway transport businesses began with *Attorney-General of Ontario v. Winner* (L. G. 1954, p. 559). In this case the Judicial Committee of the Privy Council found that the business of running a bus line between Boston, Mass., through New Brunswick to Glace Bay, N.S., and points between, was an undertaking connecting New Brunswick with Nova Scotia and extending beyond the limits of New Brunswick.

Consequently, it was an undertaking within head 10(a) of Sec. 92. The Privy Council held that, whether the bus line involved passengers travelling between points within New Brunswick or passengers being carried through New Brunswick to points outside, the undertaking in fact was one and indivisible. It was therefore not within the jurisdiction of New Brunswick to prohibit the bus line from picking up and dropping off passengers between points in New Brunswick.

Mr. Justice Matas quoted Lord Porter of the Privy Council:

> In coming to this conclusion their Lordships must not be supposed to lend any countenance to the suggestion that a carrier who is substantially an internal carrier can put himself outside provincial jurisdiction by starting his activities a few miles over the border. Such a subterfuge would not avail him. The question is whether in truth and in fact there is an internal activity prolonged over the border in order to enable the owner to evade provincial jurisdiction or whether in pith and substance it is interprovincial. Just as the question whether there is an interconnecting undertaking is one depending on all the circumstances of the case, so the question whether it is a camouflaged local undertaking masquerading as an interconnecting one must also depend on the facts of each case and on a determination of what is the pith and substance of an Act or regulation.

Tank Truck Case

The principles established in the *Winner* case were applied by Mr. Justice McLennan of the Ontario High Court of Justice in *Regina v. Toronto Magistrates; Ex parte Tank Truck Transport Ltd.* (L. G., 1961, p. 159). The Ontario Court of Appeal affirmed his decision (L. G., 1963, p. 611).

Tank Truck Transport Ltd. was licensed to carry goods not only within Ontario but also between Ontario and Quebec, and from the United States to Canada. The company had its head office in Ontario; it had terminals in Ontario, and one reporting terminal in Quebec. It had, however, no separate operating divisions for intraprovincial and extraprovincial trips. Extraprovincial trips were made on a reasonably regular basis, amounting to 6 per cent of all trips made for the year 1959, but no fixed schedule was kept for such trips.

The Court held that the carrier continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario. The undertaking thus fell within federal jurisdiction under the exceptions in Sec. 92(10) (a) of the BNA Act. Further, the Court held that it was immaterial that the interprovincial and international business was not the main or substantial part of the carrier's undertaking.

In his judgment, Mr. Justice McLennan said:

> . . . . not every undertaking capable of connecting Provinces or capable of extending beyond the limits of a Province does so in fact. The words "connecting" and "extending" in Sec. 92(10) (a) must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one Province to another could hardly be said to be an undertaking falling within Sec. 92(10) (a). As appears from the *Winner* case and the *Underwater Gas Developers* case [L.G., 1960, p. 1300] undertaking involves activity and I think that to connect or extend, that activity must be continuous and regular, but if the facts show that a particular undertaking is continuous and regular, as the undertaking is in this case, then it does in fact connect or extend and falls within the exception in Sec. 92(10) (a) regardless of whether it is of greater or less in extent than that which is carried on within the Province.

Liquid Cargo Case

Another recent case, *Regina v. Cooksville Magistrate's Court; Ex parte Liquid Cargo Lines Ltd.* (L. G., 1965, p. 435), decided by Mr. Justice Haines of the Ontario High Court, followed and further elaborated the *Winner* and *Tank Truck* cases. Liquid Cargo Lines Ltd. was engaged in the business of trucking, holding licenses from Ontario, Quebec, and the United States. The company operated in all these jurisdictions although all its employees were residents of Ontario, its head office and only terminal were in Ontario, and only 1.6 per cent of its loads were to or from extraprovincial points,

representing 10 per cent of total mileage. Mr. Justice Haines held that Liquid Cargo Lines was subject to federal legislation in its labour relations, saying:

> In my view, the fact that many of the applicant's [i.e., Liquid Cargo Lines'] extraprovincial trips are not made at fixed times in accordance with a predetermined schedule does not compel the conclusion that its activity in that regard is not continuous and regular. Viewed from the point of view of the applicant company, it is clear that its customers are provided with extraprovincial service consistently and without interruption whenever they apply to the applicant for such service. The applicant stands ready at any time to engage in hauls outside the boundaries of the Province of Ontario at the instance of any of its customers, and for that purpose has gone to the pains and expense of acquiring transport permits and licenses from a number of jurisdictions. Further, the evidence is clear that it has made such trips frequently during the period for which figures have been provided.

Moreover, the Court also held that the fact that Liquid Cargo Lines did not have any terminals outside the province was not of consequence.

In the case at bar, Mr. Justice Matas, having outlined the leading three cases, went on to describe two other recent cases.

In an unreported decision dated August 18, 1966, *Brewster Transport Co. v. Amalgamated Transit Union, Division 1374*, Mr. Justice Riley of the Alberta Supreme Court said in his reasons for judgment that "the main, the essential and the primary purpose of Brewster operations was not one of connection between provinces." Brewster Transport maintained a ticket office in British Columbia and owned a chalet in that province too. But the company, based in Alberta, only ran sight-seeing tours, penetrating some fifteen to eighteen miles into British Columbia, during the summertime. It was decided that the pith and substance of Brewster's operation was an Alberta one.

In *B.C. Power Corporation v. Attorney-General of British Columbia et al.* (44 WWR 65; 47 DLR (2d) 633) Chief Justice Lett of the B.C. Supreme Court found that the transportation division and gas system of the Power Corporation were important and integral parts of the undertaking of the company and were *bona fide* extraprovincial, in the sense of connecting with another province or extending beyond the limits of the province. Chief Justice Lett held that the whole undertaking of the B.C. Power Corporation came within the meaning of Sec. 92(10) (a) of the BNA Act, 1867.

Facts Considered

Mr. Justice Matas sought to analyse the facts of the case at bar in the light of the three leading cases. As already mentioned, Invictus Limited was incorporated under Manitoba law and registered to do business in Manitoba, Alberta and Saskatchewan.

Invictus received public service vehicle certificates from the Manitoba Motor Carrier Board certifying five of the company's vehicles as "federal carriers" that were subject to the terms and provisions of the Canada Motor Vehicle Transport Act and the Manitoba Highway Traffic Act. This alone, in the opinion of Mr. Justice Matas, would not constitute Invictus as an interprovincial carrier. He said: "It is not what a company is authorized to do but what it actually does which will govern the determination of the jurisdiction under which it falls."

An order of the Manitoba Motor Carrier Board, besides setting out the intraprovincial rights of Invictus, authorized Invictus "to transport news ink in bulk for Canada Printing Ink Co. Ltd., Edmonton to Winnipeg with drop-off privileges at Calgary, Saskatoon and Regina," and "to transport horses for hire, racing horses, show horses and jumping horses from various points in Manitoba to and from various points in Ontario, Saskatchewan, Alberta and U.S.A." Invictus did not carry news ink in bulk as it was authorized to do. "The question before the court," Mr. Justice Matas said, "is, therefore, whether the transport of horses extraprovincially is of a nature which would bring the applicant within the provisions of the relevant federal legislation."

The Alberta Highway Traffic Board gave Invictus the authority "for transportation of racing horses, show and jumping horses, etc., from points in Manitoba, Saskatchewan, British Columbia and the United States of America to points in Alberta and vice versa." In British Columbia and Saskatchewan, Invictus obtained permits whenever any transport was done in those provinces. Although at one time or another the company had transported to several American states, including Minnesota, Ohio, Maryland, Oregon, Washington, and New York, it did not have any federal authority from the Interstate Commerce Commission for doing so.

For travel in some provinces and states, Invictus had not obtained license plates; instead it took advantage of arrangements made with other jurisdictions by the Province of Manitoba for reciprocal recognition of each other's vehicle licenses. The company had licence plates for three jurisdictions for which the Province of Manitoba did not have reciprocity — Alberta, Maryland, and Ohio.

When the manager of the transport operations of Invictus was asked why the company had not obtained licences in some states and provinces through which it travelled, he testified that the cost was too high. Mr. Justice Matas noted this to be "a significant comment in the light of the consideration the Court must give as to whether or not the extraprovincial business is in fact of a character such as to constitute the carrier an extraprovincial carrier."

Invictus maintained a regular schedule for its operations in Manitoba. Extraprovincial business was undertaken casually, in response to requests for the transport of horses. Such services were available at all times, and this was made known to the public. Facts presented about the volume of extraprovincial business were related by Mr. Justice Matas.

> The total revenue of the company in 1966 for the transport of horses was $18,215.30. The extraprovincial portion amounted to $16,329.30. For eight months of 1967 the total revenue from the horse transport traffic was $11, 250.60. The amount for extraprovincial traffic was $8,739.20. It appeared that the company made 15 extraprovincial trips during the first eight months of 1967.
>
> The extraprovincial revenue as a percentage of gross revenue for 1966 was approximately 5.5 per cent. Most of the extraprovincial business is done in the summer.

The transport business was handled by Invictus Limited's general office and administrative staff in Winnipeg, there being no separate administrative facilities for the transport of horses.

Decision

In this evidence Mr. Justice Matas saw no suggestion that Invictus Limited's extraprovincial undertaking was a camouflage or a subterfuge to avoid provincial jurisdiction. Such a camouflage activity he regarded as merely one example given by the Judicial Committee of the Privy Council in the *Winner* case to indicate the type of undertaking that would result in a provincial transport operation not being considered to be under federal jurisdiction. He pointed out that, in the *Winner* case, the Privy Council did refer to the "pith and substance" rule, and it had suggested that the question whether there was an interconnecting undertaking was one that depended on all the circumstances of the case.

Mr. Justice Matas agreed with Mr. Justice McLennan who, in the *Tank Truck* case, said that the words "connecting or extending" in Sec. 92(10) (a) of the BNA Act must be given some significance. To

give significance, Mr. Justice McLennan had used the "regular and continuous" service criterion. Mr. Justice Matas found that to consider Invictus Limited's extra-provincial business "regular and continuous" would be stretching the meaning of those words unreasonably. He therefore concluded the case at bar with these findings:

> In constitutional cases, no less than in other cases coming before the Court, it is necessary that the realities of the situation be assessed. The operations of the applicant [Invictus], when examined from a practical aspect, are in pith and substance provincial in character. The applicant's extraprovincial transport of horses is incidental to what is essentially and basically an intraprovincial business.
>
> I am of the opinion that the extra-provincial traffic conducted by the applicant does not form part of an "extending or connecting" link as envisaged by Section 92(10) (a) of the *BNA Act* and Section 53(b) of the *Industrial Relations [and Disputes Investigation] Act*. I conclude that, under the circumstances, the applicant's business falls within the jurisdiction of the provincial legislation.

As a result, Invictus' application for *certiorari* to quash the certification and consent to prosecute orders issued by the Manitoba Labour Board was dismissed with costs.

Invictus Limited v. Manitoba Labour Board (1967) 62 WWR, Part 3, p. 150; 65 DLR (2d) Part 6, p. 517.

Recent Regulations under Territorial and Provincial Jurisdictions

Northwest Territories introduces a Labour Standards Ordinance similar to the Canada Labour (Standards) Code.

Nova Scotia revises its minimum wage zone system.

The Council of the Northwest Territories has enacted a Labour Standards Ordinance, following the general lines of the Canada Labour (Standards) Code, with modifications to meet the particular requirements of the Northwest Territories. The Ordinance was assented to on November 25, 1967 and will come into effect on a day to be fixed by order of the Commissioner of the Northwest Territories.

The enactment of this Ordinance is an important step in the development of labour legislation in Canada. Previously, the only labour standards applicable in the Territories were those laid down by mines legislation, which govern the minimum age and hours of work below ground.

The Ordinance was drafted in accordance with the recommendations of a board of inquiry, appointed on October 12, 1965 to look into minimum standards of wages, hours of work, paid vacations, statutory holidays and related matters in the Northwest Territories. The board held public hearings in various northern centres, in Edmonton and in Ottawa, and presented its report on May 10, 1966.

Administration

The Commissioner of the Northwest Territories is charged with general responsibility for the administration of the Ordinance and is authorized to make regulations on a number of subjects on which the Ordinance does not lay down detailed standards. He may designate any person as an inspector under the Ordinance and, for the purposes of administration he is to appoint a Labour Standards Officer. The Labour Standards Officer's decisions may be appealed to the Commissioner.

The Commissioner may establish an Advisory Board, consisting of a chairman, an employers representative and an employees representative, to advise him about any matter that he wishes to refer to it.

In the following description of the Ordinance, comparisons are made with the federal labour code and the major differences noted.

Both Acts establish minimum standards and in no way affect the right to more favourable conditions.

Application

The Ordinance applies to all employers and employees in any local or private work, undertaking, or business in the Territories, excluding only domestic servants in private houses, trappers and persons engaged in commercial fisheries, members or students of such professions as may be excluded by regulation, and managers, superintendents or persons exercising management functions.

In cases of dispute over the application of the Ordinance, the matter is to be decided by the Labour Standards Officer.

Hours of Work

The greatest difference between the Canada Labour (Standards) Code and the Ordinance is in regard to hours of work. This subject emerged in the public hearings as the matter of most concern. It was feared that a rigid limitation of hours would have an adverse effect on developing industry in a pioneer area, especially because some industries are seasonal. Consequently, longer hours than those laid down in the federal labour code are permitted.

In the Northwest Territories, standard hours are set at 8 in a day and 48 in a week. Standard hours of 208 in a month have been established for persons engaged in the exploration and development of metal mining and petroleum, primarily in the transport of goods to and from isolated areas, in tourist camps or in commercial fishing. Hunting and fishing guides are excluded from the provision covering hours of work.

On application and on the recommendation of an Advisory Board, the Commissioner may exempt an industrial

establishment from Part I (Hours of Work).

Maximum hours of work permitted are 10 in a day and 60 in a week, except where lesser hours are set by regulation, and 260 in a month for the special categories listed above.

The overtime rate, to be paid for hours worked over and above standard hours, is one and a half times the regular rate. In a week in which a general holiday occurs, the overtime rate is to be paid after 40 hours of work, exclusive of any work on the holiday.

In comparison, the federal code sets standard hours of 8 in a day and 40 in a week, and maximum hours of 48 in a week. In a week in which a general holiday occurs, the overtime rate is to be paid after 32 hours.

Averaging the standard and maximum hours over a period of two or more weeks will be permitted where a collective agreement is in effect and where, because of the nature of the work, an employee's schedule of hours varies from day to day or week to week. The conditions and time periods for averaging are to be prescribed by regulations.

Unless otherwise prescribed by regulations, hours of work are to be arranged in such a manner that an employee has at least one full day of rest in a week, preferably Sunday.

Maximum hours (10 and 60 or 260 hours in a month, as the case may be) may be exceeded, where authorized by an order of the Commissioner. The Commissioner is empowered to issue such an order in respect of work that is seasonal or intermittent in nature, provided that the conditions of employment and the welfare of the employees are given due consideration.

Work in excess of the maximum hours set by the Ordinance may also be allowed under a permit issued by the Labour Standards Officer. Such a permit may be granted only if there are exceptional circumstances to justify the excess hours, and if the welfare of the employees is taken into account. The permit is issued for a definite period, and may specify either the total excess hours that may be worked or the additional hours permitted in any day and in any week.

Maximum hours may be exceeded without permit in an emergency, such as in case of accident, essential work to be done to machinery, or other unpreventable circumstances. In such an event, the employer must report in writing to the Labour Standards Officer within 30 days after the end of the month in which the maximum hours were exceeded, giving the number of employees who worked the excess hours, the number of additional hours each worked, and the circumstances that made such work necessary.

Minimum Wages

As under the Canada Labour (Standards) Code, minimum wage for all workers seventeen years of age and over is to be $1.25 an hour.

Persons under 17 years of age may be employed only in certain occupations. The occupations, conditions and minimum wage rate for such employment are to be fixed by regulations.

Upon application, the Labour Standards Officer may issue a permit authorizing the employment of handicapped persons at a wage lower than the minimum wage. In order to obtain a permit, the handicapped worker must show such evidence of disability as the Commissioner may require.

To cover matters not specifically dealt with in the Ordinance, the Commissioner is empowered to make regulations. To prevent evasion of the minimum wage rate by unreasonable charges or deductions, the regulations may limit or prescribe the price that may be charged for board and lodgings provided by the employer, for uniforms or other articles of wearing apparel that an employer requires an employee to wear, and for furnishing tools or equipment and for their maintenance and repair.

Regulations may also be made requiring an employer in specified circumstances to provide, maintain or launder uniforms or other articles of apparel that he requires an employee to wear, or requiring an employer to pay an employee for a minimum number of hours if he is called to work.

An employer who is providing an on-the-job training program adequate to increase the skill or proficiency of his employees may be exempted by regulations from paying the minimum rate to the employees being trained during the whole or a part of the training period.

Annual Vacation

Every employee is entitled to a vacation of at least two weeks (after every completed year of employment) with vacation pay of 4 per cent of the employee's wages for the year.

A year of employment must be continuous with one employer, and is a 12-month period beginning from the date employment began or from any subsequent anniversary date. An employee is entitled to the vacation established by the Ordinance if his year of employment began before and ended after the Ordinance came into effect.

The annual vacation is to begin no later than 10 months after the completion of the year of employment. Vacation pay must be given at least one day before the vacation is to begin or on an earlier date, as regulations may prescribe.

There is no requirement that, if a general holiday occurs during an employee's vacation, his vacation is to be extended by one day in lieu of the holiday. In this regard, the Ordinance is unlike the federal code.

When employment is terminated during a year, the employee is entitled to any vacation pay owing to him in respect of a previous completed year of employment and to 4 per cent of his wages for the period he has worked during the year. An employee is not entitled to a vacation unless he has been continuously employed for 30 days or more.

When a business changes hands, an employee is considered to have been in continuous employment before and after the transfer.

General Holidays

Each employee must be given a holiday with pay on any of the eight general holidays that fall on a working day. The general holidays are the same as those named in the Canada Labour (Standards) Code — New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Under the federal law, an employee is entitled to these holidays with pay whether or not they fall on a working day.

The Labour Standards Officer may allow another holiday with pay to be substituted for a general holiday if there is a collective agreement that specifies another day or, where there is no collective agreement, if an employer applies for a substitution and the majority of the employees agree.

An employee is to receive his regular pay if he does not work on a general holiday that falls on a normal working day. The wages of an employee who is paid by the week or by the month are not to be reduced because of the holiday. An employee who is paid on a daily or hourly basis must be paid at least the equivalent of his regular earnings in a normal working day. An employee who is not paid on any of the above bases is to receive a sum equal to daily earnings, exclusive of overtime, averaged over the four weeks immediately preceding the holiday.

An employee who is required to work on a day on which he is entitled to a holiday with pay must receive his regular pay for the day and must, in addition, be paid at his regular rate of wages for the hours worked; or he must be given a holiday with pay at some other time not later than his next annual vacation or upon termination of employment, whichever comes first. An employee who is not required to work on a general holiday must not be required to work on another day that would otherwise be a non-working day in the week in which the

holiday occurs, unless he is paid double his regular wages.

The federal law requires the payment of regular wages plus time and a half the regular rate for all time worked. In continuous operations, another holiday with pay may be substituted for the time-and-a-half plus regular pay requirement.

An employee is not entitled to pay on a general holiday if he has not worked for his employer for 30 days during the preceding twelve months, if he did not report for work on that day after being called to work, or if, without his employer's consent, he did not report for work or either the day preceding or the day following the holiday. These provisions differ from the federal exceptions, under which an employee is not entitled to holiday pay in his first 30 days of employment or when he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the holiday.

Information and Returns

Employers are required to keep records of the names and addresses of their employees, their age if under 17, the wage rates, hours worked and wages earned and actual payments for at least 24 months. This information is to be available to an inspector. In addition, the employer must provide the Labour Standards Officer with such information about wages, hours of work, annual vacations, general holidays and conditions of work as the Officer requires.

Employers are also required to furnish pay statements. Each employee must receive with his pay a statement in writing indicating the period and the number of hours for which the wages are being paid, the rate of wages, details of deductions made and the actual amount being received.

Inspection and Enforcement

Provisions for inspection and enforcement of the Ordinance do not differ from those of the Canada Labour (Standards) Code.

BRITISH COLUMBIA

In British Columbia, the minimum wage order governing hairdressing (B.C. Reg. 114/59) has been replaced by B.C. Reg. 9/68, gazetted January 4, 1968, effective from February 19, 1968.

The order establishes a minimum rate of $1.60 an hour for hairdressers. The previous rate was $35 a week for employees working 39 hours or more and 90 cents an hour for employees working less than 39 hours.

NOVA SCOTIA

In Nova Scotia, the general minimum wage order, the order governing beauty parlors and the one governing road building and heavy construction have been amended by orders gazetted February 14, 1968, and effective from April 1, 1968 (L. G., Feb. 1967, p. 134).

General Order

In the revision of its general order, the Nova Scotia Minimum Wage Board has dropped its provision for inexperienced workers' rates which permitted employers to employ workers during their first 350 hours of employment at rates 15 cents below the minimum hourly rate for the zone concerned.

Adult rates now apply to employees of 18 years of age and over, instead of 17 years and over. Rates for young workers (now referred to as underage workers) apply to workers between the ages of 14 and 18.

The zone system was also changed by combining the former zones IA and IB, comprising the cities and larger towns of the province, to form a new Zone I. Zone I now consists of Halifax-Dartmouth, Sydney and New Glasgow and surrounding areas within a ten-mile radius, and of Truro, Amherst and Yarmouth and surrounding areas within a five-mile radius. Zone II as before consists of the rest of the province

The minimum wage for male workers 18 years of age and over was raised to $1.15 an hour in Zone I and to $1.05 an hour in Zone II; and the minimum rate for women 18 years of age and over was raised to 90 cents an hour in Zone I and to 80 cents an hour in Zone II. This involves an increase of five cents an hour for workers in the former Zone IA and ten cents an hour for workers in the former Zone IB and Zone II. The minima for underage workers have not been revised, apart from the five-cent increase provided for workers in the former Zone IB resulting from the change in zone.

The section governing the rates of pay for overtime work has been amended. Although the order required the payment of one and a half times the regular rate of pay for time worked in excess of 48 hours in a week, this provision had been suspended, and the overtime rate was, in fact, one and a half times the minimum rate. The amendment removes the original provision requiring the payment of one and a half times the regular rate for overtime work.

Beauty Parlors

In the order governing beauty parlors, the zones have been consolidated as in the general order. The minimum wage rates for experienced workers were raised to 95 cents an hour in Zone I and to 80 cents an hour in Zone II. Inexperienced workers still have not set rate for the first three months of employment, but are now to receive 45 cents an hour for the second three months in both zones, and, for the third three months, 70 cents an hour in Zone I and 60 cents an hour in Zone II. As a result of the revision, rates are increased by five, ten or fifteen cents, depending on the area in which the beauty parlor is located.

Road Building and Heavy Construction

The amendment to the order governing road building and the heavy construction industry raised the minimum wage by 10 cents to $1.25 an hour.

Employment Review For February

At 7,107,000 for the week ending February 17, there was little change in employment between January and February. The total was 127,000 higher than the comparable figure for last year.

The labour force, at 7,589,000, was 25,000 higher than in January, and 213,000 or 2.9 per cent higher than it was a year earlier.

Unemployment increased by 18,000 during the month from 464,000 in January to 482,000 in February, and was 86,000 higher than last year's total.

Total unemployment in February represented 6.4 per cent of the labour force, compared with 5.4 per cent in February 1967, and 5.0 per cent in February 1965.

Employment

Employment, at 7,107,000, increased by 7,000 between January and February. The increase of 127,000 from February 1967 was shared by all regions, with the largest percentage gain, 4.5 per cent, occurring in British Columbia. There was a small decline of 0.8 per cent in Quebec.

The largest change in employment between January and February was an increase of 35,000 in manufacturing industries. Agricultural employment declined (23,000) and non-agricultural employment increased (30,000); construction employment declined slightly.

Employment was higher than a year ago in community, business and personal service, with an increase of 125,000. Smaller increases were recorded in trade (37,000) and finance (33,000). Declines occurred in manufacturing.

Unemployment

Unemployment, at 482,000, was 18,000 higher than in January, and 86,000 higher than in February 1967. Of the 482,000 unemployed, about 75 per cent had been unemployed for less than four months. The remaining 25 per cent had been unemployed for four months or more.

Unemployment Insurance Report — December

There were 501,500 claimants for unemployment insurance benefit on December 29, 1967. This was 78,000 or 18 per cent more than the 423,400 recorded at the end of December 1966. Males accounted for two thirds of this increase. The annual increase this year was significantly larger than that experienced a year ago when the count at the end of December 1966 exceeded by 5,500 the number recorded on December 31, 1965. Although the rate of increase from the end of December 1966 to 1967 was 17 per cent for males and 22 per cent for females, it was only 1 per cent for males and 3 per cent for females for the same dates a year ago.

The November-to-December month-end increase of 165,000 claimants is associated with the commencement of the seasonal benefit period in December. Males accounted for over 80 per cent of the increase.

The claimant count on December 29 includes about 3,400 persons (1,800 regular, 1,600 seasonal) classified as agricultural claimants. Because the coverage was extended to certain employees in agriculture effective April 1, 1967, the number of claimants classified as agricultural has been negligible.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Initial and Renewal Claims

A total of 270,600 initial and renewal claims for benefit were received in local offices across Canada during December. The increase over the volume filed in November was 77,000, and 80 per cent of these were initial claims. Relatively large increases in the number of claims filed occur at this time each year, a phenomenon attributed to the seasonal benefit period, and to layoffs in industry caused when cutbacks in employment coincide with the advent of winter. One year ago, the November-to-December increase in the volume of claims filed amounted to 100,000.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 254,700 for December, 174,300 for November and 226,000 for December 1966. Benefit payments were $26.6 million in December, compared with $19.9 million in November, and $22.4 million in December 1966. The average weekly benefit payment was $26.09 in December, $25.36 in November, and $24.81 in December 1966.

Provincial Data

Increases over last month in the month-end claimant count occurred in all regions. A relatively large increase was recorded in the Atlantic region, owing to the greater severity of seasonal unemployment there, and a heavy concentration of seasonal benefit claimants. The two central provinces, which accounted for over one half of the increase, showed the lowest increase rate.

The 18-per-cent increase in the total claimant count was not reflected in the Atlantic provinces. Newfoundland, Prince Edward Island and Nova Scotia each showed a decrease, which was accounted for by males. Although a slight increase occurred in New Brunswick, the number of female claimants was lower this year.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	Dec. 1967	Nov. 1967	Dec. 1966	Cumulative Date 1967: January to December	Cumulative Date 1967: 12 months ending December
			(in thousands)		
Insured population as at month-end	—	4,841	4,641	—	—
Initial and renewal claims filed					
Total	271†	194†	251†	1,817	1,817
Initial	204	141	196	1,335	1,335
Renewal	66	52	56	482	482
Claimants currently reporting to local offices	502	337	423	367*	367*
Regular benefit	434	330	363	—	—
Seasonal benefit	68	7	60	—	—
Fishing	14	1	14	—	—
Beneficiaries (weekly average)	255	174	226	268*	268*
Weeks compensated	1,019	784	904	13,852	13,852
Benefit paid	$26,581	$19,886	$22,427	$352,645	$352,645
Average weekly benefit	$ 26.09	$ 25.36	$ 24.81	$ 25.46	$ 25.46

*Monthly average.

†Discrepancy between totals and sub-totals is due to rounding.

United Nations Commission elects four new officers

Four newly elected officers presided when members of the United Nations Commission on the Status of Women assembled at United Nations Headquarters in January 1968 to begin their 21st Session. Mrs. Helvi L. Sipila of Finland, as Chairman, was assisted by Mrs. Aziza Hussein, United Arab Republic, and Mrs. Hanna Bokor, Hungary, as First and Second Vice-Chairmen, and Mrs. Mimi Marinovic De Jadresic, Chili, Secretary.

The Commission, established in 1946, consists of 32 members who are elected by the Economic and Social Council for a three-year term. The Commission has the responsibility of dealing with questions relating to discrimination against women; advancement of women; women's rights, including political rights, economic rights and opportunities; access to education; and the legal status of married women in private law.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2720

The claimant applied for benefit on December 21, 1966, and registered for work as a pipefitter. He was one of 26 pipefitters and welders who were dismissed from their jobs when they refused to handle prefabricated material that had come from a non-union shop, and his case was accepted as a test case to cover all these employees who were claiming benefit for the same period and under the same circumstances.

The claimant, in filing his application, had given dismissal as the reason for unemployment. The employer reported that the employee had "refused to obey orders " and he sent the local office a copy of a discharge card dated December 13, 1966.

The insurance officer, in giving the main facts of the dispute, said that the union representing the claimant contended that the employer had obtained the prefabricated material in contravention of a national agreement to which he and the union were parties. When two of the welders were fired for refusing to handle the material, the union agent had tried to get the employer to rehire them. But the employer refused, and when the other welders and pipefitters refused to work with the material, he fired them all, maintaining that the union had broken the agreement when its members had refused to obey orders.

The insurance officer said it was evident that a dispute about the use of prefabricated material from a non-union shop had on December 13, 1966, developed into a labour dispute within the meaning of Section 2(j) of the Unemployment Insurance Act.

"This claimant, a pipefitter, is one of a grade or class whose conditions of employment stand to be affected by any settlement of the dispute. That is, depending on the terms of settlement, he may or may not be required to use and work with materials which have been prefabricated in a non-union shop," the insurance officer said in his statement of considerations. "Claimant, therefore, has a direct interest in the outcome of the dispute . . . By claimant's action in refraining from performing work, he has become a participant in the dispute.

"As claimant lost his employment by reason of stoppage of work attributable to a labour dispute at the premises at which he was employed, and because of the evidence concerning direct interest and participation, disqualification under Section 63 of the Act was found applicable."

The insurance officer notified the claimant that he was disqualified from receiving benefit from December 18, 1966, because "You lost your employment by reason of a stoppage of work due to a labour dispute at the factory workshop or other premises at which you were employed."

In appealing to the board of referees, the claimant argued that the order he had refused to obey was contrary to the national agreement between his union and the company for which he worked, and that, because he had been fired six days before a strike by another union at the same plant began, he had not been concerned in that dispute.

In additional observations, the insurance officer agreed that the claimant had been dismissed, but he said that "such strategy is not uncommon during the course of a labour dispute." Negotiations about the cause of dispute had evidently been going on between the employer and the union before the occurrence of the actual event that led to the stoppage. "Because of the conditions of employment which were involved, it is evident that a labour dispute existed and . . . resulted in a stoppage of work . . ." The officer found no reason to chagen his original decision.

The board of referees heard the case and unanimously upheld the insurance officer's decision and dismissed the appeal. On March 22, the union appealed to the Umpire on the ground that "The majority decision of the board of referees erred in its interpretation of Article 63 of the . . . Act, and had improperly interpreted the facts submitted to it."

In observations to the Umpire, the insurance officer repeated his former statement of the case and cited CUBs 379, 1147 and 1627 (L. G. 1959, p. 622) in support of his contention that there was a labour dispute within the meaning of Section 2(j), and CUBs 1446 and 1447 in support of his decision that the claimant and his fellow workers lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises where they were employed.

Considerations and Conclusions

After hearing the case, the Umpire gave his decision as follows:

The facts of this case are not in dispute and those facts, as proved, show clearly that the claimants involved in this appeal lost their employment by reason of a stoppage of work attributable to a labour dispute as defined by Section 2(j) of the Act, which reads:

> . . . "labour dispute" means any dispute between employers and employees, or between employees and employees, that is connected with the employment or non-employment, or the terms of conditions of employment, of any persons . . . .

The record shows also that the claimants were directly interested and were participating in the labour dispute; and as, according to long established jurisprudence, the merits or demerits of a dispute or of the actions or omissions by either parties are an irrelevant consideration in deciding labour dispute cases, the disqualification imposed on the claimants by the insurance officer under Section 63 of the Act must stand.

As a consequence, I decide to confirm the unanimous decision of the board of referees.

Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three separate disputes, concerning two claims for 166 and 153 miles submitted by a locomotive engineer because he was not called for service, the interpretation and application of some articles on a collective agreement, and the dismissal of a yardman were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on February 13, 1968.

The arbitrator disallowed Cases 100 and 102, but found in favour of the brotherhood in Case 101. Summaries of the three cases appear below.

CASE NO. 100

Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers concerning two claims, for 166 and 153 miles, submitted by a locomotive engineer when he was not called for service on Saturday, September 3, 1966.

Because of a strike by non-operating employees and those represented by the Brotherhood of Railroad Trainmen, which began at noon on August 26, 1966, and which was ended by the Maintenance of Railway Operations Act late on September 1, trains were not operated during that period (L. G., 1966, p. 630).

The company stated that, even after passage of the Act requiring resumption of operations, certain key groups of employees at London and elsewhere refused to return to work and continued their strike action. Certain key employees at London remained on strike until approximately 10.50 a.m. on September 3, the company said.

Prior to the strike, on August 18, the brotherhood signed a Memorandum of Understanding, which said that, in the event of a strike taking place, all engineers assignments would be temporarily cancelled. The Memorandum provided also that, upon resumption of operations, engineers would automatically resume their former assignments without the need for rebulletining.

The grievor was one of two engineers assigned to trains 494 and 795, running between London and Toronto Yard daily except Saturday and Sunday. He contended that the back-to-work order issued on September 1 required him to protect his assignment from that point on. Friday, September 2 being his regular assigned day out on train 494, he was available and was holding himself in readiness for the call.

On Saturday September 3, the company operated a train from London to Toronto Yard, which the engineer alleged was train 494 running late. Because an unassigned engineer was used to man the train, the engineer claimed payment for the miles made by the unassigned engineer on the basis of a violation of the Memorandum and an article of the collective agreement.

The company declined to make payment of the claims, explaining its position in a letter to the brotherhood signed by the Operations Manager. It said in part: "The information available to me indicated that this assignment is scheduled to operate daily except Saturday. While it is correct that the train was not operated on Friday, September 2 because of events related to the service disruption, this would not permit us to extend the assignment to Saturday. The train that operated on Saturday would have to be regarded as extra train service and work that should have been handled by a spare crew.

"I do not believe that the situation has altered by the fact that the train was designated as 494 for operating purposes. Our machine record system requires that all trains be given a certain designation, and service east from London could have been called either 494 or a section of train 830. The former was chosen because it is a familiar designation here in London and this does not, in our opinion establish a basis for [the engineer's] claim.

"Our position must be that because this train operated on Saturday, it was extra train service and that, if held otherwise, the company would be open to a claim from spare employees."

The company claimed that, on a number of occasions prior to the date of this incident, trains between London and Toronto had been operated on the days off of the two regular engineers, and that such trains had been designated as 494 for operating and accounting purposes. These trains were said to be manned by spare engineers, as required by an article of the collective agreement.

In making his award, the arbitrator noted that there could be no doubt that the grievor's regular assignment entitled him to operate only on the trains in question Monday through Friday, according to the pattern dividing the work between the two assigned engineers. As provided in the Memorandum of Understanding, to automatically resume his former assignment after the resumption of operations on Saturday would clearly mean that he should take train 494 out on Monday.

His regular assignment did not call for him to work either train on a Saturday, the arbitrator found. Had he been permitted to do so on this Saturday, he added, the brotherhood, as well as the company, undoubtedly would have heard from the unassigned engineer who did make the run, making the claim that his right to do so had been ignored.

For these reasons, the arbitrator disallowed the claim.

CASE NO. 101

Dispute between the Canadian Pacific Railway Company (SD & PC Department) and the Brotherhood of Railroad Trainmen concerning the interpretation and application of some articles of the collective agreement.

The company posted for bid by operational schedule and put into operation an assignment for crews operating on trains 153 and 154, operating between two terminals. The said operating schedule showed the starting point of the assignments on these two trains as the second station. This operation was superseded by an additional schedule, which contemplated essentially the same operation.

Prior to this rescheduling, the manning of four trains, 152, 153, 154, and 155, between the two terminals was covered

exclusively by crews from the first station in a pool service. The brotherhood challenged the right of the company to post the new operating schedule, which showed two separate starting points in pool operation, as a violation of the collective agreement.

The new schedule required the crews for train 152 to report for duty at the first station and to return the same day on train 155 from the second station. This turnaround assignment was to continue for 10 days, after which the crews were to have five days layover.

The second half of the pool assignment showed the second terminal as the starting point.

The brotherhood contended that the crews whose layover was shown as five days had to deadhead, off pay, to the second terminal on the fifth day of their layover, in order to start the second half of the pooled assignment. The crews remained in this turnaround assignment for 10 days, and finished at the second terminal on the tenth day. Again the crews had five days layover, but this time they had to deadhead, off pay, back to the first terminal on the first day of their layover. Following the layover, the pool cycle started over again.

One result of this arrangement was that crews arriving from the second terminal on train 153 were immediately required to report on train 154, for the return trip to the second terminal, before release in the first terminal. This return assignment was 24 hours.

An article of the collective agreement, however, required that not less than eight hours rest be given to crewmen after completion of a round trip of 24 hours or more. The brotherhood charged that, because no rest was provided at the first terminal, the company attempted to circumvent the provision of this article by setting up the starting point of this part of the assignment at the second terminal, where crews lay overnight for a period of 14½ hours.

The brotherhood pointed to a second article of the agreement, under the heading "Promotion Districts," in which the first terminal is listed. It provides in part: "Promotion districts and home terminals as at present established will not be changed, and existing services will continue to be manned from their respective districts . . . ."

The brotherhood pointed to a third article of the agreement, which reads in part: "Effective May 1, 1967, it is agreed between the parties that on the introduction by the company of technological, operational and/or organizational changes the following provisions will apply:

"(A) The Company will not put into effect any such change that is likely to be of a permanent nature and that may effect a material change in working conditions with adverse effects on employees covered by this agreement without giving as much advance notice as possible of any such proposed change to the unions concerned and, in any event, not less than 90 days if a relocation of employees is involved and 60 days notice in other cases, with a full description thereof and with appropriate details as to the consequent changes in working conditions and the number of employees who would be adversely affected;

"(B) That it will negotiate with the Union's measures to minimize the adverse effects of the proposed change on employees, which measures may, for example, be with respect to severance, loss of wages, expenses of moving and travelling of employees required to relocate, retraining and the merging of seniority lists within organizations, and/or such other measurers as may be appropriate in the circumstances.

"2. If the negotiations do not result in mutual agreement within 30 calendar days of the commencement of such negotiations, or such other period as may be agreed upon between the parties, the matter shall be referred immediately for mediation to a Board of Review, on which each of the parties will be equally represented by senior officers."

The company stated that, upon receipt of the original charge of the brotherhood that it was in violation of an article of the collective agreement concerning rest periods, they posted an amended schedule showing the crews assigned to trains 153 and 154 entering their assignment at the second terminal and making 10 consecutive round trips on trains 153 and 154 on a turnaround basis, followed by five days layover.

It was then realized that this was creating an unnecessary hardship on the employees by requiring them to enter their assignment at the second terminal rather than at the first. Similarly, when the employees were due for relief, they had to deadhead from the second terminal to the first at their own expense in accordance with the agreement.

Finally, a new schedule was posted, which provided: "Crew will commence tour of duty on train 154 first day; then will make eight consecutive round trips on trains 153 and 154 on a turnaround basis between [the two terminals] and will complete tour of duty on arrival . . . on the tenth day."

Pointing to the "deadheading" provision, the company reasoned that there was no substance to the claim that it was confined to the first terminal as the home terminal, or that the deadheading of assigned employees to the home terminal for regular relief and returning to their assigned run after such relief, without pay, contemplates the establishment of runs on which the initial designated terminal is other than at the first terminal or any one of the other three terminals mentioned in the agreement.

The company referred to an article, which reads: "This will not prevent the Company from rearranging its services or reducing staffs, as may be justified by traffic conditions."

Referring to the alleged violation of the collective agreement, the company claimed that this had no application, because of another section thereof that reads: "These provisions do not cover cases where (a) workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic; (b) the workers affected are casual workers subject to irregular employment because of the nature of the work they perform, or seasonal employees outside their normal period of employment; (c) there is a normal reassignment arising out of the nature of the work in which the employees are engaged."

Because of these provisions, no attempt was made to give notice to the brotherhood as required in the collective agreement or to negotiate to "minimize the adverse effects of the proposed change on employees."

The arbitrator was satisfied that an operations change such as that contemplated by the collective agreement did occur in consequence of what was done, and that this required compliance with what is provided by way of notice and negotiation, unless the company could establish that this became necessary under what is contained in the article reading, ". . . workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic . . . ."

Beyond the bare statement by the company that this was the fact, no figures were produced for the arbitrator upon which he could base a finding that this claim was justified. Lacking such proof, he found that there was nothing before him to justify a finding that the company acted properly in ignoring the articles of the collective agreement in the circumstances described.

For these reasons, the arbitrator said, this grievance must be upheld.

CASE NO. 102

Ex parte dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railway Trainmen concerning the brotherhood's contention that a yardman was dismissed without benefit of a fair and impartial investigation.

A yardman was notified that he was held out of service pending the outcome of an investigation into a charge that his

conduct was unbecoming an employee of the Pacific Great Eastern Railway Company.

The brotherhood contended that the yardman did not receive a fair and impartial investigation as contemplated by the provisions of the Collective Agreement.

The company claimed that the brotherhood had failed to comply with basic requirements for the processing of a grievance through to arbitration. They pointed out that the brotherhood had mailed a letter dated October 25 advising them that they intended to proceed to arbitration and asking to be notified when the company would be available for a meeting. The company had replied on October 30 that they were prepared to meet "at a mutually agreed time," and mailed to the brotherhood for consideration, a Joint Statement of Issue that read: "Should the grievance remain unsettled for a period of seven calendar days from the date of its written submission by one party to the other, or for such longer time as the parties may agree to, then it shall be referred to the Canadian Railway Office of Arbitration for final settlement without stoppage of work."

The company claimed that following their letter of October 30, there was no conference, no Joint Statement of Issue, and no agreement to extend the seven-day period. There was no reply to their letter until December 3, thirty-nine days after the dispute had been committed to arbitration, and then a request came from the brotherhood for a 90-day extension of the time limit.

The company replied on December 11 that all of the time limits had been exhausted and that the dispute could not be carried any further.

The arbitrator believed that the onus of responsibility was on the brotherhood to move the grievance forward to arbitration within a reasonable period of time. He acknowledged the fact that no time limit is given in the Joint Statement of Issue quoted above for referring the matter to arbitration for final settlement, but "even when the pattern relating to arbitration is directory only" it was not considered reasonable for the brotherhood to wait 42 days before taking the second step in a pattern that provided only seven days for its first step. This would bring into disrepute the basic purpose agreed upon by both parties that grievances had to be processed as quickly as possible, he contended.

Although he would have preferred dealing with this matter on its merits, the arbitrator said, the point raised should be answered for future guidance to define what is intended by the applicable provisions.

The grievance was therefore disallowed.

Immigration to Canada in 1967

The total number of persons granted landed immigrant status during 1967 was 222,876, an increase of 14 per cent or 28,133 more than the 1966 total of 194,743, the Department of Manpower and Immigration reported recently.

Of these, 209,840 were immigrants newly arrived in Canada. In addition, landed immigrant status was granted to 13,036 persons who had entered Canada as visitors prior to July 1966 and were granted permanent admission during 1967.

The granting of landed immigrant status to persons already in Canada followed changes in immigration policy and regulations announced in July 1966 and September 1967 (L. G., Jan., p. 20). The changes made it possible for visitors and others already in Canada, who had previously not normally been able to apply, to seek landed immigrant status. The estimated number of immigrants under the new regulations was to be between 200,000 and 220,000.

In the total of arrivals and legally landed immigrants, there was a slight decrease in the number of persons from the two leading source countries, Britain and Italy. There was an increase from all other major sources: Britain, 62,420; Italy, 30,055; United States, 19,038; Germany, 11,779; Greece, 10,650; France, 10,122; and Portugal, 9,500.

The totals from Greece and Portugal included large numbers of nationals of those countries who were already in Canada when they were granted landed immigrant status.

Immigration from France has almost doubled in the past two years. The number of immigrants from France shows the highest increase of immigrants in any one year since completion of statistics by country was begun in 1940. The increase in 1967 was 28 per cent more than the previous year.

Immigration from Central America and the Caribbean during 1967 more than doubled over the previous year. There was an increase of about 50 per cent in the number of Asian immigrants, and a lesser increase from Africa.

Totals for these continental areas and Australasia were: Asia, 21,228; Central America and Caribbean, 9,005; Australasia, 6,179, and Africa, 4,608.

Ontario and Quebec continued to receive the major share of Canada's immigrants. Ontario received 116,850 or 52.6 per cent, Quebec 45,717 or 20.5 per cent, followed by British Columbia with 27,215 or 12.2 per cent, the three Prairie provinces with 28,071 or 12.6 per cent, and the Atlantic provinces with 4,859 or 2.1 per cent.

Just over 53 per cent of the total movement consisted of labour force entrants or 119,539 workers and 103,337 dependants or non-workers.

The workers included: manufacturing, mechanical and construction trades, 38,761; professional and technical, 30,853; clerical, 16,609; service and recreation, 10,716; labouring, 8,792; commercial and financial, 3,358; agriculture, 3,203; and managerial, 3,023.

Among men, those aged 25 to 29 made up the largest group of immigrants, for a total or 23,059. The largest number of women were in a younger age group, 20 to 24, and totalled 23,744.

Insurance Registrations And Other UIC Statistics

On December 31, 1967, insurance books or contribution cards had been issued to 5,038,878 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 394,447, a decrease of 592 since November 30.

During December, there were 11,266 investigations conducted by enforcement officers across Canada. Of these, 9,063 were spot checks of claims to verify the fulfilment of statutory conditions, and 547 were miscellaneous investigations. The remaining 1,656 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 349 cases, 136 against employers and 213 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 615.*

Revenue received by the Unemployment Insurance Fund in December totalled $36,406,398.89 compared with $33,395,-064.75 in November and $35,960,792.27 in December 1966.

Benefits paid in December totalled $26,580,681.74 compared with $19,886,-170.84 in November and $22,426,912.51 in December 1966.

The balance in the Fund on December 31 was $369,641,146.33 compared with $359,815,429.18 on November 30 and $287,012,486.25 on December 31, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the

Department of Labour Library

List No. 230

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the Publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Automation — Labour Aspects

1. LITHOGRAPHERS AND PHOTOENGRAVERS INTERNATIONAL UNION. *Impact of Web Offset; a Union's Analysis of Employment, Growth, Trends.* [New York, n.d., 1967 ?]. Pp. 32.

2. McGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Human Values and Technological Change. [Seventeenth Annual Conference, May 16 and 17, 1967].* Paul Weinberg, ed. Montreal, 1967. Pp. 107.

Partial contents: The impact of change on work and leisure values [by] Harold L. Wilensky. The worker: insecurity, fear and resistance to change [by] C. Roy Brookbank. Freedom in the age of technology [by] Jean Marchand. Modern approaches in managerial behaviour [by] Leonard Sayles. New directions in industrial relations in Canada; the professional employee [by] Peter Briant.

Automobiles

3. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Charges in the Motor Repairing and Servicing Industry.* London, HMSO, 1967. Pp. [38].

4. NEISSER, ALBERT C. *The Impact of the Canada-United States Automotive Agreement on Canada's Motor Vehicle Industry; a Study in Economics of Scale.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 393.

Thesis (Ph.D.) — New School for Social Research, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

". . . The topic of this dissertation may be worded as follows: "Does the Canada-United States Automotive Agreement with its specific set of content rules enable the automotive industry in Canada to contribute more effectively than heretofore to high levels of employment, sustained economic growth, reasonable price stability, and a viable balance of payment position for Canada ?"'

Business

5. AMERICAN MANAGEMENT ASSOCIATION. *Marketing Harnesses the Computer.* New York, c1967. Pp. 40.

Tells how computers are used in selling and in marketing products.

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Investor Relations*, by Lowell LaPorte. New York, c1967. Pp. 58.

An analysis of how businesses conduct investor-relations programs, based on the practices and experiences of 245 companies. Considers such matters as the annual report and other stockholder communications, the conduct of the annual meeting, communicating with the financial community, information disclosure, etc.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Carwash* [by] Myer R. Chidakel. Washington, GPO, 1967. Pp. 76.

"This booklet is intended to give the reader a general idea of what is required to start and manage a carwash, what he can expect in the way of problems and rewards, and where he can get more detailed information."

Collective Agreements

8. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Technological Change Provisions in the Manufacturing Industry in Nova Scotia.* [Halifax, 1967 ?] Pp. 17.

9. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Technological Change Provisions in Ontario Collective Agreements, Ten Manufacturing Industries*, by Dieter Plautz. Toronto, 1967. Pp. 72.

Contents: Organization of the study. Data. Analysis by agreement. Types of provisions: Advance notice and consultation. Changes in job content and rate of pay. Job security. Cushioning the impact of job change and job loss. Sharing in the gains of productivity.

Economic Conditions

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Economic Outlook in Canada, 1968; Report of an Economic Forum by the Conference Board in Canada, held at the University Club of Montreal, October 20, 1967.* Montreal, 1967. Pp. 87.

This report consists of prepared papers for consideration

and discussion by the Economic Forum participants, and an account of the general discussion. Some of the topics discussed included the cyclical picture, balance of payments, federal government spending, prices, costs and profits, cost-push inflation, wage-price guidelines, taxation, etc.

11. POSTAN, MICHAEL MOISSEY. *An Economic History of Western Europe, 1945-1964*. London, Methuen, 1967. Pp. [5], 382.

Contents: Part 1: Growth. High and smooth. Growthmanship. Employment and inflation. Trade. Investment. Innovation. Part 2: The changing shape. Contracting agriculture. Industrial regrouping. Ownership: democratic and public. Ownership: anonymous. The managers. The managed. Cui bono.

Economic Policy

12. BODKIN, RONALD GEORGE. *Price Stability and High Employment: the Options for Canadian Economic Policy; an Econometric Study*. Prepared by Ronald G. Bodkin [and others. Ottawa, Queen's Printer, 1967] Pp. 295.

This study examines "factors affecting price determination and the inter-relation between movements in prices and costs, and levels of productivity and incomes; . . . their relationship to sustained economic growth and to the achievement of high levels of employment and trade and rising standards of living; [and] the policies and experiences of other countries in this field and their relevance for Canada."

13. BRETON, ALBERT. *Discriminatory Government Policies in Federal Countries*. Montreal, Private Planning Association of Canada, 1967. Pp. 80.

Sponsored by the Canadian Trade Committee, Private Planning Association of Canada.

"Discriminatory government policies" refer to policies that "do not benefit everyone in the economy but are aimed at certain groups having particular characteristics in common." The government policies considered in this report are purchasing policies, selling policies, area development policies, research policies, and economic policies.

14. REUTHER, WALTER PHILIP. *Policies and Priorities or Progress: Statement of Walter P. Reuther, President of thef UAW and the Industrial Union Dept., AFL-CIO to the Joint Economic Committee of the Congress, February 20, 1967*. [Detroit, 1967] Pp. 60.

Title on cover: *The Economy in 1967*.

Education

15. CANADIAN EDUCATION ASSOCIATION. RESEARCH AND INFORMATION DIVISION. *The Policies of Canadian School Boards with Respect to Cumulative Sick Leave for Teachers, Maternity Leave, Sabbatical Leave, Leave of Absence for Study*. Toronto, 1963. Pp. 40.

16. ILLING, WOLFGANG M. *Enrolment in Schools and Universities, 1951-52 to 1975-76*, by Wolfgang M. Illing and Zoltan E. Zsigmond. Ottawa, Queen's Printer, 1967. Pp. 166.

"The main objective of this Staff Study [of the Economic Council of Canada] is to provide a complete and comprehensive set of Canadian school enrolment data for the period since 1951-52, and to sketch the possible dimensions of enrolment up to 1975-76." The information in this study covers elementary, secondary and post-secondary enrolment.

17. SORKIN, ALAN LOWELL. *Education, Ability and the Distribution of Wages*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 373.

Thesis (Ph.D.) — Johns Hopkins University, 1966.

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This thesis attempts to analyze some of the interrelationships between education, ability, and wage distribution. The author also analyzes "the relative importance of education as compared to mental ability in determining the average wage paid workers in each of several occupations." The relationships between education, ability and unemployment are also studied.

Employees — Training

18. AMERICAN MANAGEMENT ASSOCIATION. *The Case for Employee Education*, by Edward A. C. Dubois. New York, c1967. Pp. 15.

Suggests ways that an employee-education program may reduce labour turnover in a company.

19. AMERICAN MANAGEMENT ASSOCIATION. *Computer Systems Analysts; Problems of Education, Selection, and Training* [by] Frank Greenwood [and] Erwin M. Danziger. New York, c1967. Pp. 40.

"This study was undertaken to find out exactly what is being done to improve the performance and alleviate the shortage of systems analysts."

20. GREAT BRITAIN. PARLIAMENT. HOUSE OF COMMONS. ESTIMATES COMMITTEES. SUB-COMMITTEE ON ECONOMIC AFFAIRS. *Ninth Report from the Estimates Committee, together with the Minutes of the Evidence taken before the Sub-Committee on Economic Affairs, Appendices and Index, Session 1966-67. Manpower Training for Industry*. London, HMSO, 1967. Pp. xxvii, 268.

The Sub-Committee examined the present arrangements for industrial training in Great Britain, with particular reference to the Industrial Training Act.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Training Company Salesmen, a Survey*, by Morgan B. MacDonald, Jr. and Earl L. Bailey. New York, 1967. Pp. 62.

"Summarizes the current sales training practices of 276 companies in a variety of industries." Describes who has responsibility for training salesmen, methods of training experienced and unexperienced salesmen, and devices and techniques used in training.

Employment Management

22. AMERICAN MANAGEMENT ASSOCIATION. *Manpower Planning: an Emerging Staff Function* [by] Edwin B. Geisler. New York, 1967. Pp. 32.

The author quotes this definition of "manpower planning" by Eric W. Vetter: "Manpower planning is the process (including forecasting, developing, implementing, and controlling) by which a firm insures that it has the right number of people and the right kind of people, at the right places, at the right time, doing things for which they are economically most useful." The author outlines his concept of the responsibilities required for an effective staff manpower planning function.

23. McFARLAND, DALTON EDWARD. *Company Officers Assess the Personnel Function*. New York, American Management Association, 1967. Pp. 125.

An examination of the field of personnel management from the viewpoints of the personnel executives, the chief executives, and the operating executives, pointing out differences of opinion among the three groups of executives.

24. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Detailed Analysis of Regular Statistical Reports Made to Top Management*. New York, 1964. Pp. 276.

Supplement to *Personnel Audits and Reports to Top Management*, by Geneva Seybold.

"The tables in this supplement show the types of all reports that reach top management and how often all of the reports are submitted and received."

25. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Discount Privileges for Employees*, by Geneva Seybold. New York, 1967. Pp. 160.

". . . Summarizes experience of 223 companies that are helping their more than 3 million employees to obtain products and services for less than the retail price."

26. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Overtime Pay for Exempt Employees*, by David A. Weeks. New York, 1967. Pp. 41.

Describes the prevalence of overtime pay plans for employees exempt from the U.S. Fair Labor Standards Act, in 673 manufacturing firms, utility companies, insurance companies, and banks. Two hundred and forty plans are analyzed to show what levels of employees are likely to be eligible for overtime pay, what hours are considered as "overtime hours," and what rates of pay are used.

Industrial Relations

27. CANADA. INQUIRY COMMISSION ON THE ST. LAWRENCE PORTS. *Report*, Ottawa, Canada Dept. of Labour, 1967. Pp. 192.

L. A. Picard, commissioner.

The Inquiry Commission was set up to look into working conditions, health and safety, job security, the calling up and recalling of men employed in longshoring and related trades at the ports of Montreal, Trois-Rivières and Quebec. The dispute under investigation involved the Shipping Federation of Canada and the International Longshoremen's Association.

CANADA. COMMISSION D'ENQUETE SUR LES PORTS DU SAINT-LAURENT. *Rapport*. Ottawa, Ministère du Travail du Canada, 1967. Pp. 228.

L. A. Picard, commissaire.

28. FARMER, GUY *Collective Bargaining in Transition* New York, Industrial Relations Counselors, 1967. 2 vols.

Contents: 1. Coalition bargaining balance. 2. Restoring the balance.

The author is a specialist in labour law and a former chairman of the U.S. National Labor Relations Board. The first part of the monograph deals with coalition bargaining, or co-ordinated bargaining by unions against particular companies or industries, which results in an imbalance in bargaining, in the author's opinion. The second part of the monograph suggests reforms in U.S. labour laws ". . . to correct abuses of union power, to reaffirm the rights of employees, to restore the legitimate rights of management, and to re-establish equality of bargaining power."

29. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 5th, 1966. *The Fifth Nova Scotia Labour-Management Agreement; Proceedings and Addresses . . . November 17-18, 1966*. Halifax, Institute of Public Affairs, Dalhousie University, 1966. Pp. 88.

Contents: Review and future plans: moratorium extension, labour standards and joint labour-management goals in Nova Scotia. Effect of recent amendments to the Nova Scotia Trade Union Act. The value of a union in an enterprise. Collective bargaining and the national interest. Injunctions, with particular reference to *Ex Parte* injunctions. The [Canada] Department of Manpower and Immigration. Observations for the Joint Labour-Management Study Committee. The Fifth Agreement. Appendix contains texts of previous four agreements.

30. McGILLIVRAY, PATRICK JOSEPH. *Social Organisation and Employee Rights*. Ann Arbour, Mich., University Microfilms, 1967. Pp. 282.

Thesis (Ph.D.) — University of California, Berkeley, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

Contents: The employment relationship and the industrial context. The nature of employee rights: uniformities and variations in patterns of employee rights. The means of enforcement: power and procedure in grievance-negotiation. Skill and discontinuous employment: collective and individual rights in the construction and stevedoring industries. Employment continuity in the entrepreneurial setting: union power and impediments to the development of employee rights. Employee rights in a beaureaucratic setting: small-scale manufacturing. Employee rights in a bureaucratic setting: large-scale manufacturing. Stages of industrial development and employee rights: some general observations.

31. NATIONAL CONFERENCE ON LABOUR-MANAGEMENT RELATIONS. 2nd, OTTAWA, 1967. *National Conference on Labour-Management Relations, Ottawa, Canada, March 21-22, 1967*. Convened by Economic Council of Canada. Ottawa, Queen's Printer, 1967. Pp. 321.

The two topics discussed at this second National Conference on Labour-Management were: "how to deal effectively and equitably with manpower adjustment problems arising from technological and other change; [and] how to improve communications so as to get a better exchange of information and views both between and within labour and management."

Labour Organization

32. GLASS, JUDITH CHANIN. *Conditions Which Facilitate Unionization of Agricultural Workers: a Case Study of the Salinas Valley Lettuce Industry*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 165.

Thesis (Ph.D.) — University of California, Los Angeles, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography."

33. LIPTON, CHARLES. *The Trade Union Movement of Canada, 1827 [to] 1959*. Montreal, Canadian Social Publications Limited, 1967. Pp. 366.

34. MILLER, ROBERT WILBUR. *The Practice of Local Union Leadership; a Study of Five Local Unions* [by] Robert W. Miller, Frederick A. Zeller [and] Glenn W. Miller. Columbus, Ohio State University Press, 1965. Pp. xiv, 282.

This study reports on research carried out among five local unions in Columbus, Ohio. It describes how local union officers perform their responsibilities, how they represent their members, and, whether they are successful or not in carrying out their duties. The book concludes by discussing the implications of the findings for the future role of unionism.

35. PHILLIPS, PAUL ARTHUR. *No Power Greater: a Century of Labour in British Columbia*. Vancouver, Published by B.C. Federation of Labour, Boag Foundation, 1967. Pp. xiv, 189.

The author, Research Director of the British Columbia Federation of Labour, has written a history of trade unionism in British Columbia. The concluding section, titled, *The British Columbia labour movement: an interpretation*, sums up the author's conclusions and suggests long term trends in the B.C. labour movement. This book is issued by the British Columbia Federation of Labour as its Centennial Project.

Productivity of Labour

36. ATLANTIC PROVINCES ECONOMIC COUNCIL *Productivity, the Use of Human Resources, and the Income Gap*. Halifax, 1967. Pp. [32].

This pamphlet examines difference in personal income per capita between the Atlantic Provinces and Canada as a whole, the reasons for the income gap, and the influence of productivity on economic growth and income levels.

37. ERLICHMAN, SHMUEL. *The Attitude of Trade Unions towards Productivity, the Cases of Norway, Israel and Ghana.* Ann Arbor, Mich., University Microfilms, 1967. Pp. vii, 352.

Thesis (Ph.D.) — New School for Social Research, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

38. LITHWICK, NORMAN HARVEY. *Prices, Productivity, and Canada's Competitive Position.* Montreal, Private Planning Association of Canada, 1967. Pp. 24.

"Sponsored by the Canadian Trade Committee, Private Planning Association of Canada."

A comparison of productivity in the U.S. and Canada leads the author to conclude, "the only way to achieve equivalent standards of living for the nation as a whole is to increase rapidly the fundamental productivity of the Canadian economy."

39. MITCHELL, EDWARD J. *An Econometric Study of International and Interindustrial Differences in Labour Productivity.* Ann Arbor, Mich., University Microfilms, 1967. Pp. viii, 113p.

Thesis (Ph.D.) — University of Pennsylvania, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

Professional Workers

40. DICK, DIEDRICH. *The Geographic Mobility of the 1955 Class of Graduates from Canadian Universities in Science and Engineering.* Ottawa, Program Development Service, Dept. of Manpower and Immigration, 1967. Pp. 49.

The research for this study was begun in the Economics and Research Branch of the Canada Dept. of Labour and completed within the Department of Manpower and Immigration.

Title in French: La mobilité géographique de la promotion de 1955 des diplômés en sciences et en génie des universités canadiennes.

This is a study of the "geographical movements (interprovincial and international) of [the 1955 science and engineering graduates] (1) while being educated and (2) during employment from the time of graduation in 1955 up to the end of 1964, without reference to any other changes that might have accompanied the shifts in location of employment."

DYCK, DIEDRICH. *La mobilité géographique de la promotion de 1955 des diplômés en sciences et en génie des universités canadiennes.* Ottawa, Direction du Programme de la Formation. Ministère de la Main-d'œuvre et de l'Immigration [1967], Pp. 54.

"L'étude porte sur les mouvements géographiques (interprovinciaux et internationaux) de ces diplômés (a) durant leurs études et (b) durant leur vie active depuis la fin de leurs études en 1955 jusqu'au terme de 1964, indépendamment de tous autres changements ayant pu accompagner le changement de lieu d'emploi."

41. GREAT BRITAIN. WORKING GROUP ON MIGRATION. *The Brain Drain; Report.* London, HMSO, 1967. Pp. 124, [1].

Presented to Parliament by the Secretary of State for Education and Science and the Minister of Technology.

At head of title: Committee on Manpower Resources for Science and Technology.

F. E. Jones, chairman.

The Working Group examines the problem of engineers, technologists and scientists, "of first degree level or higher qualifications, who left the United Kingdom with the intention of remaining abroad for a year or more." The years under study were 1961 to 1966.

Regional Planning

42. REGIONAL SCIENCE ASSOCIATION. *Papers, Volume 18, 1967: European Congress, Vienna, 1966.* Philadelphia, Published by the Regional Science Association in co-operation with the Department of Regional Science, Wharton School, University of Pennsylvania, 1967. Pp. 242.

Contains most of the papers presented at the Sixth European meetings of the Regional Science Association, held at the University of Vienna, Vienna, Austria, August 1966. Partial contents: Game theory, location theory and industrial agglomeration [by] Walter Isard. Reflections on the formulation of regional policy [by] Joseph L. Fisher. The multisectoral interregional long-range planning problem [by] V. A. Mash. Mathematical model of international division of labour [by] Jerzy Mycielski. State and local government program budgeting [by] Werner Z. Hirsch. Matrix analysis of interregional population growth and distribution [by] Andrei Rogers. Some applications of geo-statistical methods in urban research [by] Arie Shachar. Some trends of Soviet regional studies [by] V. M. Gokhman and Yu. G. Lipets.

43. REGIONAL SCIENCE ASSOCIATION. *Papers, Volume 19, 1967: the St. Louis Meeting, November 1966.* Edited by Morgan D. Thomas. Philadelphia, Regional Science Association, Wharton School, University of Pennsylvania, 1967. Pp. 236.

Papers are listed under four headings: location theory, regional multipliers, regional development, and, urban and transportation.

Social Conditions

44. GOODMAN, LEONARD HAROLD, Ed. *Economic Progress and Social Welfare.* New York, Published for the National Conference on Social Welfare by Columbia University Press, 1966. Pp. xii, 233.

Papers presented at a workshop organized by the Bureau of Social Science Research under contract with the Welfare Administration, Dept. of Health, Education, and Welfare in Dec. 1965.

"Prepared for presentation at the 1966 Annual Forum of the National Conference on Social Welfare."

Contents: The setting for change in social welfare. Poverty, policy, and purpose: the dilemmas of choice. Administrative decisions and fund allocation in social welfare. Assessing effectiveness of methods for meeting social and economic problems. How much does the American system of transfers benefit the poor? Keeping the poor poor. Toward the measurement of social change: implications for progress. Social planning for economic abundance.

45. NATIONAL COUNCIL OF SOCIAL SERVICES. *Caring for People: Staffing Residential Homes; the Report of the Committee of Enquiry Set Up by the National Council of Social Service; Chairman Gertrude Williams.* London, Allen & Unwin, 1967. Pp. 222.

The Committee of Inquiry was appointed in October 1962 "to enquire into the recruitment and retention, training and field of work of the staff or residential accommodation, other than hospitals, designed for persons in need of care, whether short or long term, and whether provided by statutory authorities, voluntary bodies or otherwise, and to make recommendations."

Wages and Hours

46. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay of Electricity Supply Workers.* London, HMSO, 1967. Pp. 37.

47. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *1966 Wage Rates and Hours of Labour in Nova Scotia.* [October, 1966] Halifax, 1967. Pp. 96.

48. TUCKER, MURRAY ALLEN. *The Effects of Three Unions on Wage and Employment Structure*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 161.

Thesis (Ph.D.) — University of Pittsburgh, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .."

". . . A comparison of policies and practices of three large American unions [United Steelworkers of America, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and the International Association of Machinists and Aerospace Workers] and how these policies and practices affect forces of technological change and ultimately relate to the labor market upon which these unions have some effect."

Women

49. LIFTON, ROBERT JAY, Ed. *The Woman in America*. Boston, Houghton, Mifflin, 1965. Pp. ix, 293.

Most of these essays first appeared in the Spring 1964 issue of Daedalus and are the result of the Daedalus conference on women held at the House of the American Academy of Arts and Sciences, Boston.

The various papers in this volume consider five questions: "What in woman may be said to be enduring, and what is subject to social and historical modification? To what extent is woman's psychological life determined by her anatomy and biology, and to what extent can we speak of a specific feminine psychology? What opportunities does American society hold out to its women, and are these appropriate to their needs? What are the special problems and potential of the highly educated woman? Are there ways in which women can make special contributions toward the particularly grave dilemmas which now confront the world?" Two papers consider the lives of Jane Addams and of Eleanor Roosevelt.

50. U.S. CHILDREN'S BUREAU. *Homemaker Service; How it Helps Children*. Washington, GPO, 1967. Pp. 24.

Miscellaneous

51. BELLAN, RUEBEN C. *Principles of Economics and the Canadian Economy*. 3d ed. Toronto, McGraw-Hill, 1957. Pp. 593.

". . . The book contains descriptions of Canada's money supply, its banking system, its national income, its pattern of international trade, its trade union organizations, and the business cycles which it has experienced; Canadian government policy is described in respect to agricultural price supports, the restraint of monopoly, tariffs, trade union privileges, international assistance, and economic stabilization." As well, information dealing with other matters is included.

52. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. *Career Decisions of Youth, a Compilation of Basic Data*. Study conducted by Raymond Breton [and] John C. McDonald. Volume 1, 1967. Ottawa, Queen's Printer, 1967. Pp. 203.

On cover: Career decisions project.

Title in French: Projets d'avenir des étudiants canadiens, sommaire des données fondamentales.

Cover title in French: Projets d'avenir des étudiants.

"The study was initiated in 1964 under the co-operative auspices of the Canadian Department of Labour and the Provincial Departments of Education, and has been carried forward by the Department of Manpower and Immigration." Cf. Preface, p. iii, v. 1, 1967.

CANADA. MINISTERE DE LA MAIN D'OEUVRE ET DE L'IMMIGRATION. *Projets d'avenir des étudiants canadiens, sommaire des données fondamentales. Volume 1, 1967.* Etude dirigée par Raymond Breton [et] John C. McDonald. Ottawa, Imprimeur de la Reine, 1967. Pp. 204.

"Projets d'avenir des étudiants."

53. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Prices of Aluminium Semi-Manufactures*. London, HMSO, 1967. Pp. [34].

54. ILLING, WOLFGANG M. *Population, Family, Household and Labor Force Growth to 1980*, by Wolfgang M. Illing, with technical contributions by Yoshiko Kasahara, Frank T. Denton and M. V. George. Ottawa, Queen's Printer, 1967. Pp. 101.

55. ONTARIO. ROYAL COMMISSION IN THE MATTER OF THE WORKMEN'S COMPENSATION ACT. *Report*. Toronto, Ontario Dept. of Labour, 1967. Pp. 217.

Mr Justice George A. McGillivray, commissioner.

The Commissioner was appointed "to enquire into and make recommendations regarding the Workmen's Compensation Act upon subjects other than detail administration." Some of the matters which are touched on in this report are compensation, claims adjudication, the Workmen's Compensation Board, classification and assesment of employers, medical matters, apparatus and clothing; industrial diseases, accident prevention, etc.

56. TARNOPOLSKY, WALTER SURMA. *The Canadian Bill of Rights*. Toronto, Carswell Co., 1966. Pp. xxix, 246.

Partial contents: The distribution of legislative power with respect to civil liberties. The entrenchment question and the Canadian Bill of Rights. The effect of the Canadian Bill of Rights on Canadian law. Policical civil liberties and the Canadian Bill of Rights. Economic civil liberties and the Canadian Bill of Rights. Legal civil liberties and the Canadian Bill of Rights. The egalitarian civil liberties and the Canadian Bill of Rights. The War Measures Act and the Canadian Bill of Rights.

57. U.S. BUREAU OF LABOR STANDARDS. *The Consultative Approach for Safety Promotion*. Washington, GPO, 1967. Pp. 19.

Law, Labour and Liberty

Continued from page 267

defying the law and inviting repression, although the particular injunctions in question were by no means glaring instances of abuse . . . ."

As a result of labour's campaign in the human rights field, an effective administrative agency had been established "functioning under a clearly drafted statute, the Ontario Human Rights Code." This, the speaker suggested, ought to be labour's goal "in the matters that are of concern to this conference," adding, "Surely you must heed the advice I know you have already received, to draw up a clearly stated, defensible, and realistically attainable program of legislation."

In conclusion, Prof. Arthurs said, "As a labour neutral who is keenly aware of his own limitations as a mediator, I feel that the risks of having an unworkable system of compulsory arbitration are so great that they demand an end to slogan-mongering, and a beginning to realistic acceptance of the need to build the best possible arbitration mechanism. As a citizen who cherishes civil disobedience as a last-ditch defence against dictatorship, I resent its unnecessary and ineffectual use in a free society where other techniques of protest and challenge remain untested."

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	February 17	7,589	+ 0.3	+ 2.9
Employed	February 17	7,107	+ 0.1	+ 1.8
Agriculture	February 17	436	− 5.0	− 0.2
Non-agriculture	February 17	6,671	+ 0.5	+ 2.0
Paid workers	February 17	6,154	+ 0.4	+ 2.1
At work 35 hours or more	February 17	5,749	+ 1.7	+ 0.1
At work less than 35 hours	February 17	1,090	− 4.0	+ 9.5
Employed but not at work	February 17	268	−13.8	+ 9.8
Unemployed	February 17	482	+ 3.9	+21.7
Atlantic	February 17	67	0.0	+ 8.1
Quebec	February 17	179	+ 7.8	+20.1
Ontario	February 17	130	+ 8.3	+28.7
Prairie	February 17	48	− 7.7	+23.1
Pacific	February 17	58	− 1.7	+28.9
Without work and seeking work	February 17	443	+ 6.2	+23.4
On temporary layoff up to 30 days	February 17	39	−17.0	+ 5.4
INDUSTRIAL EMPLOYMENT (1961 = 100)	November	124.2	− 0.5	+ 0.3
Manufacturing employment (1961 = 100)	November	123.2	− 0.1	− 1.5
IMMIGRATION	Year 1967	222,876	−	+14.4
Destined to the labour force	Year 1967	119,539	−	+20.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	76	+35.7	+13.4
No. of workers involved	February	49,069	+148.4	−43.7
Duration in man days	February	590,840	+184.9	+20.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	November	$105.18	+ 0.1	+ 6.4
Average hourly earnings (mfg.)	November	$ 2.46	+ 0.4	+ 6.5
Average hours worked per week (mfg.)	November	40.7	− 0.3	− 0.7
Average weekly wages (mfg.)	November	$ 99.93	+ 0.1	+ 5.8
Consumer price index (1949 = 100)	February	152.7	+ 0.1	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)	November	114.2	− 0.5	+ 1.7
Total labour income (thousands of dollars)	November	2,774	− 0.4	+ 8.2
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	December	287.9	− 3.7	+ 4.3
Manufacturing	December	250.6	− 5.3	+ 2.7
Durables	December	263.2	− 3.6	+ 4.5
Non-durables	December	239.9	− 6.8	+ 1.1
NEW RESIDENTIAL CONSTRUCTION†				
Starts	January	7,691	−12.2	+40.3
Completions	January	8,464	−13.3	− 2.7
Under construction	January	81,809	− 1.0	+19.9

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force
B-1 — Labour Income
C-1 to C-7 — Employment, Hours and Earnings
D-1 to D-4 — Manpower Division
E-1 to E-4 — Unemployment Insurance
F-1 and F-2 — Prices
G-1 to G-4 — Strikes and Lockouts

A — Labour Force

TABLE A-1 — Regional Distribution, Week Ended February 17, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,589	614	2,133	2,823	1,247	772
Men	5,228	427	1,490	1,919	865	527
Women	2,361	187	643	904	382	245
14-19 years	721	64	203	244	135	75
20-24 years	1,086	109	349	365	168	95
25-44 years	3,287	232	939	1,264	511	341
45-64 years	2,290	190	592	871	396	241
65 years and over	205	19	50	79	37	20
EMPLOYED	7,107	547	1,954	2,693	1,199	714
Men	4,825	367	1,334	1,820	824	480
Women	2,282	180	620	873	375	234
Agriculture	436	21	85	121	189	20
Non-agriculture	6,671	526	1,869	2,572	1,010	694
Paid workers	6,154	476	1,716	2,404	928	630
Men	4,045	314	1,148	1,580	588	415
Women	2,109	162	568	824	340	215
UNEMPLOYED	482	67	179	130	48	58
Men	403	60	156	99	41	47
Women	79	*	23	31	*	11
PERSONS NOT IN LABOUR FORCE	6,526	710	1,934	2,198	1,054	630
Men	1,766	228	516	557	296	169
Women	4,760	482	1,418	1,641	758	461

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2 — Age, Sex and Marital Status, Week Ended February 17, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,115	2,341	4,000	1,111	4,122	1,051	1,490
LABOUR FORCE	7,589	721	3,802	877	1,248	736	205
Employed	7,107	634	3,593	759	1,217	710	194
Unemployed	482	87	209	118	31	26	11
NOT IN LABOUR FORCE	6,526	1,620	198	234	2,874	315	1,285
PARTICIPATION RATE†							
1968—February 17	53.8	30.8	95.0	78.9	30.3	70.0	13.8
January 13	53.7	30.5	95.2	79.5	30.1	69.8	13.5
UNEMPLOYMENT RATE‡							
1968—February 17	6.4	12.1	5.5	13.5	2.5	3.5	5.4
January 13	6.1	12.3	5.3	12.6	2.1	3.5	5.5

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3 — Unemployed, Week Ended February 17, 1968

	February 1968	January 1968	February 1967
	(in thousands)		
TOTAL UNEMPLOYED	482	464	396
On temporary layoff up to 30 days	39	47	37
Without work and seeking work	443	417	359
Seeking			
Full-time work	426	400	344
Part-time work	17	17	15
Under 1 month	99	134	96
1-3 months	222	195	177
4-6 months	79	51	57
More than 6 months	43	37	29

SOURCE: Labour Force Survey, DBS.

B — Labour Income

TABLE B-1 — Estimates of Labour Income, by Industry

Annual Revision

Year and Month	Mining	Manufacturing†	Transportation, Storage and Communication	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
					Monthly Totals					
					(millions of dollars)					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,580	2,815	431	2,551	563	4,526	10,199	1,688	32,430
1966—October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	131.3	2,617.5
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	126.6	2,587.9
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	138.5	2,532.9
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	123.9	2,521.2
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	140.3	2,543.1
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	142.3	2,579.8
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	145.0	2,624.1
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	142.0	2,687.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	146.2	2,772.1
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	148.7	2,757.9
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	147.5	2,788.0
September	68.7	739.8	243.2	43.5	238.1	50.1	386.8	890.3	140.9	2,830.0
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	142.8	2,812.0
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	137.4	2,795.3
December*	69.3	716.9	231.4	30.8	182.4	50.1	403.4	886.2	131.4	2,718.4
					Seasonally Adjusted					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,580	2,815	431	2,551	563	4,526	10,199	1,688	32,430
1966—October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	133.8	2,551.7
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	134.6	2,567.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	135.6	2,587.6
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	135.8	2,617.5
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	136.7	2,623.2
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	137.8	2,651.9
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	138.6	2,671.3
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	139.3	2,676.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	140.2	2,696.4
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	141.3	2,713.5
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	142.2	2,734.7
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	142.9	2,751.3
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	143.4	2,745.7
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	144.8	2,770.2
December*	69.5	730.3	237.2	33.2	209.1	50.4	389.8	890.7	145.6	2,778.0

*Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1967, employers in the principal non-agricultural industries reported a total employment of 3,653,073. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1 — Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October*	124.8	134.3	105.10	123.3	134.1	109.32
November†	124.2	134.4	105.18	123.2	134.3	109.56

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2 — Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	120.2	121.8	119.5	85.77	86.13	81.14
Newfoundland	127.8	130.0	129.1	92.67	93.22	87.52
Prince Edward Island	137.2	136.6	133.2	68.79	70.17	65.08
Nova Scotia	116.3	116.7	115.7	83.24	82.97	79.24
New Brunswick	118.3	121.3	116.6	85.80	86.59	80.60
Quebec	120.7	122.5	121.5	104.15	103.87	97.80
Ontario	127.1	126.3	126.9	108.31	108.23	101.99
Prairie Region	122.6	123.9	119.0	98.86	99.04	92.13
Manitoba	116.9	118.0	114.2	94.50	94.65	86.17
Saskatchewan	122.7	125.0	119.3	98.11	97.37	91.38
Alberta	127.4	128.4	123.0	102.57	103.15	97.19
British Columbia	127.7	129.4	127.0	116.34	116.40	108.84
CANADA	124.2	124.8	123.8	105.18	105.10	98.81
URBAN AREAS						
St. John's	147.1	150.2	143.6	82.26	82.39	78.54
Halifax	118.1	115.3	113.2	86.62	86.02	79.76
Sydney	102.6	102.0	102.5	95.14	95.17	94.22
Moncton	124.8	121.0	125.5	79.64	81.40	74.32
Saint John	111.4	109.5	106.2	84.18	88.77	79.52
Chicoutimi	106.8	109.6	113.0	124.18	122.07	119.03
Montreal	123.4	125.0	124.0	105.09	104.97	98.81
Quebec	118.1	117.2	118.2	90.59	89.66	84.12
Shawinigan	95.6	96.4	108.8	105.85	104.66	103.93
Sherbrooke	118.8	118.3	121.5	87.78	88.54	83.25
Trois-Rivières	115.3	116.2	119.1	98.78	97.61	95.67
Ottawa-Hull	125.4	125.5	121.0	98.05	97.96	91.21
Belleville	117.2	117.2	118.6	91.80	91.63	87.14
Brampton	260.7	257.5	246.1	106.25	106.20	103.15
Brantford	133.1	133.5	139.0	101.20	102.58	93.86
Fort William-Port Arthur	124.4	126.1	129.8	103.86	103.61	99.59
Guelph	138.2	137.5	135.5	97.96	97.51	92.15
Hamilton	121.2	120.7	126.4	110.64	111.03	104.71
Kingston	121.2	121.9	125.4	101.95	101.63	96.23
Kitchener	144.5	143.3	146.8	96.09	95.55	89.48
London	124.7	125.5	125.8	98.82	99.03	93.90
Niagara Falls	109.0	113.5	110.9	101.40	98.21	99.19
Oshawa	141.3	140.1	139.8	128.21	131.76	117.57
Peterborough	137.6	136.3	135.7	111.43	111.49	104.68
Sarnia	129.5	127.5	130.8	134.40	133.12	133.70
Sault Ste. Marie	117.7	119.2	123.7	118.90	121.86	116.36
Sudbury	110.5	110.4	104.6	130.36	127.67	116.97
St. Catharines	147.2	144.8	145.9	116.23	115.88	108.22
Timmins	81.9	81.3	90.9	95.42	94.77	101.91
Toronto	129.4	127.8	127.4	109.05	108.45	102.65
Welland	109.9	108.7	113.6	122.36	122.65	119.03
Windsor	150.6	146.8	155.0	119.83	121.07	115.31
Winnipeg	119.9	120.0	118.4	88.56	88.97	81.67
Regina	121.9	123.4	120.6	92.85	92.78	88.60
Saskatoon	149.1	151.1	134.2	93.69	93.98	82.82
Calgary	138.0	138.5	128.8	102.63	103.30	90.67
Edmonton	133.9	134.7	124.3	96.33	97.09	104.03
Vancouver	128.7	129.5	126.4	111.48	111.41	91.12
Victoria	126.5	125.8	130.7	99.97	98.07	95.83

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3 — Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Nov. 1967†	74.4	117.9	1,624.5	828.3	796.1	368.6	654.1	972.7	266.2	574.2	4,652.7
Oct. 1967*	79.3	118.2	1,626.8	834.6	792.2	394.5	659.7	952.5	266.0	588.8	4,685.8
Nov. 1966	80.4	116.1	1,645.4	834.4	811.0	385.9	648.4	950.3	247.6	543.8	4,617.7
NEWFOUNDLAND											
Nov. 1967†	3.2	5.6	12.0	9.5	2.5	10.7	16.8	16.7	1.8	6.4	73.3
Oct. 1967*	3.7	5.5	12.4	9.9	2.6	11.6	16.2	16.6	1.8	6.7	74.6
Nov. 1966	4.0	5.9	12.0	9.8	2.2	11.4	15.0	16.0	1.6	6.8	72.7
PRINCE EDWARD ISLAND											
Nov. 1967†	0.1	—	2.6	2.2	0.4	2.0	3.0	4.0	0.6	1.6	13.9
Oct. 1967*	0.1	0.1	2.8	2.3	0.5	2.2	2.9	3.9	0.6	1.8	14.3
Nov. 1966	0.1	0.1	2.8	2.3	0.5	1.8	3.0	4.0	0.6	1.6	13.9
NOVA SCOTIA											
Nov. 1967†	2.4	7.5	33.3	17.8	15.5	12.8	21.5	30.2	6.3	12.9	126.8
Oct. 1967*	2.5	7.3	34.1	18.3	15.8	13.4	21.1	29.7	6.3	13.2	127.7
Nov. 1966	2.4	7.5	33.5	17.3	16.2	14.5	21.2	29.6	6.0	12.3	127.0
NEW BRUNSWICK											
Nov. 1967†	8.5	2.5	27.5	16.9	10.6	10.1	21.3	24.2	4.3	9.9	108.2
Oct. 1967*	9.1	2.7	28.2	17.6	10.7	11.4	21.8	23.5	4.2	10.5	111.5
Nov. 1966	8.8	2.3	25.2	16.2	9.0	11.4	21.4	24.2	4.2	9.4	107.0
QUEBEC											
Nov. 1967†	26.2	25.8	506.5	311.1	195.4	85.1	181.6	242.8	73.9	155.2	1,297.1
Oct. 1967*	29.1	26.3	509.7	312.9	196.9	93.2	182.6	239.4	74.1	163.2	1,317.7
Nov. 1966	29.8	26.4	509.1	313.1	196.0	105.0	177.6	240.9	71.2	145.3	1,305.3
ONTARIO											
Nov. 1967†	12.4	34.4	813.7	361.2	452.6	140.9	212.7	383.8	117.0	226.5	1,941.5
Oct. 1967*	12.5	34.4	807.5	361.9	445.6	147.0	213.9	374.0	117.1	230.3	1,936.7
Nov. 1966	13.1	33.6	824.4	363.4	461.0	142.4	213.9	373.5	106.9	214.5	1,922.4
MANITOBA											
Nov. 1967†	0.9	6.4	46.4	26.8	19.6	16.5	45.2	54.6	12.3	28.2	210.5
Oct. 1967*	0.9	6.5	47.3	27.3	20.0	17.9	46.7	53.2	12.2	28.4	213.1
Nov. 1966	1.2	5.5	47.4	28.1	19.3	14.1	46.4	53.5	11.9	27.5	207.4
SASKATCHEWAN											
Nov. 1967†	0.2	5.3	15.2	9.7	5.5	16.4	26.9	38.8	8.2	17.6	128.7
Oct. 1967*	0.2	5.3	15.5	9.8	5.8	17.9	27.3	38.4	8.2	17.9	130.7
Nov. 1966	0.2	5.1	14.7	9.7	5.0	14.6	26.9	37.5	7.7	16.7	123.5
ALBERTA											
Nov. 1967†	1.5	18.8	51.6	26.0	25.6	37.9	48.7	77.2	16.1	47.3	299.2
Oct. 1967*	1.7	18.6	51.8	26.3	25.4	40.1	49.7	75.7	15.9	47.0	300.5
Nov. 1966	2.3	18.1	53.9	26.7	27.2	33.2	48.4	75.0	14.6	43.7	289.2
BRITISH COLUMBIA											
Nov. 1967†	19.0	9.5	115.6	47.2	68.4	35.8	75.4	100.0	25.7	67.4	448.4
Oct. 1967*	19.3	9.6	117.4	48.4	69.0	39.2	76.2	97.7	25.6	68.7	453.8
Nov. 1966	18.3	9.7	122.3	47.7	74.5	37.0	73.7	95.7	23.0	65.0	444.8

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4 — Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	108.5	108.6	106.7	133.42	132.52	123.45
Metals	103.4	103.3	103.1	133.04	131.76	124.17
Mineral fuels	104.4	103.2	101.2	139.74	139.79	128.16
Non-metals except fuels	117.0	117.4	109.1	124.19	123.21	115.39
Quarries and sand pits	114.2	120.6	131.1	110.20	113.82	108.78
Services incidental to mining	137.3	139.1	131.2	142.66	140.89	126.24
MANUFACTURING	123.2	123.3	125.1	109.56	109.32	103.03
Durable goods	134.0	133.1	137.0	118.06	117.74	111.41
Non-durable goods	114.5	115.4	115.6	101.53	101.49	95.06
Food and beverages	110.9	113.9	110.9	95.62	95.40	88.88
Foods	110.5	113.8	111.1	92.37	92.37	85.71
Beverages	113.7	114.6	109.5	115.29	114.17	103.62
Tobacco processing and products	116.1	95.7	114.6	103.53	111.21	95.81
Rubber products	124.2	124.7	126.5	114.33	114.50	104.92
Leather products	98.9	98.5	102.3	73.51	71.66	68.73
Textile products	117.7	117.5	121.2	90.29	90.44	84.72
Knitting mills	110.5	110.3	115.7	70.24	69.67	66.16
Clothing	108.5	109.5	113.2	66.73	67.10	62.07
Wood products	103.8	104.2	109.4	100.21	98.72	91.68
Furniture and fixtures	130.1	131.1	134.6	90.56	89.91	85.06
Paper and allied industries	117.2	118.8	118.2	127.93	128.31	121.82
Printing, publishing and allied industries	115.0	114.8	112.9	114.34	114.53	108.65
Primary metal industries	121.8	122.2	124.9	130.39	130.94	124.32
Metal fabricating industries	132.8	134.8	137.0	114.50	114.32	109.71
Machinery, except electrical	147.1	145.5	150.8	122.92	123.45	117.16
Transportation equipment	157.7	149.7	155.9	130.10	129.97	121.99
Electrical products	145.5	145.8	149.3	111.78	111.01	105.87
Non-metallic mineral products	120.7	122.3	124.2	115.99	117.12	109.30
Petroleum and coal products	101.7	102.1	99.8	162.06	160.70	151.05
Chemicals and chemical products	119.1	119.2	117.4	123.95	123.67	117.89
Miscellaneous manufacturing industries	135.7	136.6	137.0	95.10	94.29	88.70
CONSTRUCTION	124.9	132.6	138.8	135.16	134.74	126.43
Building	130.5	135.1	139.1	132.97	131.79	123.43
Engineering	115.4	128.5	138.2	139.46	140.13	132.25
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	111.4	112.4	108.3	116.15	115.92	106.87
Transportation	108.5	109.9	104.8	114.77	114.80	106.22
Storage	117.3	117.6	117.1	103.25	100.74	96.44
Communication	117.1	117.6	117.2	110.83	110.95	101.13
TRADE	132.3	128.8	129.1	81.29	81.83	76.77
Wholesale trade	122.7	123.2	120.5	102.41	102.12	97.30
Retail trade	137.7	131.9	134.0	70.84	71.31	66.38
FINANCE, INSURANCE AND REAL ESTATE	128.9	128.6	122.1	99.72	99.13	94.31
Financial institutions	131.8	131.2	126.0	96.84	96.57	91.74
Insurance and real estate	125.0	125.1	116.6	103.79	102.74	98.21
SERVICE	152.9	158.6	142.5	77.08	76.44	72.15
Recreational services	130.0	140.9	129.0	67.26	67.16	61.71
Business services	167.6	168.4	163.6	118.92	117.81	110.33
Personal services	141.8	145.9	132.0	56.18	55.86	54.17
Miscellaneous services	184.7	199.2	159.5	85.36	85.21	77.24
INDUSTRIAL COMPOSITE	124.2	124.8	123.8	105.18	105.10	98.81

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5 — Hours and Earnings, Hourly-Rated Wages Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.2	42.5	2.92	2.90	2.69	123.58	122.34	114.18
Metals	41.5	41.2	41.5	3.06	3.04	2.83	127.02	125.22	117.45
Mineral fuels	44.1	43.9	44.4	2.42	2.42	2.26	106.82	106.29	100.49
Non-metals, except fuels	43.3	43.2	43.1	2.76	2.73	2.54	119.44	117.83	109.32
Quarries and sand pits	46.8	49.3	49.7	2.30	2.28	2.14	107.47	112.54	106.43
Services incidental to mining	42.1	41.9	42.0	3.23	3.22	2.90	135.86	134.66	121.85
MANUFACTURING	40.7	40.8	41.0	2.46	2.45	2.31	99.93	99.88	94.43
Durable goods	41.4	41.4	41.7	2.65	2.64	2.49	109.64	109.35	103.99
Non-durable goods	39.9	40.1	40.2	2.26	2.26	2.11	90.23	90.61	84.75
Food and beverages	39.3	40.0	39.8	2.17	2.15	2.00	85.35	85.91	79.62
Foods	39.1	39.9	39.7	2.11	2.09	1.94	82.49	83.26	76.90
Beverages	40.8	40.7	41.1	2.63	2.62	2.47	107.38	106.68	101.40
Tobacco processing and products	38.4	36.8	38.1	2.41	2.74	2.28	92.55	100.85	86.83
Rubber products	42.3	42.4	41.6	2.55	2.56	2.35	107.78	108.38	97.90
Leather products	40.1	38.9	39.8	1.68	1.68	1.58	67.39	65.24	62.98
Textile products	41.8	41.8	41.9	1.90	1.91	1.80	79.63	79.77	75.25
Miscellaneous textiles	40.3	41.3	39.8	1.80	1.84	1.66	72.46	76.12	65.90
Knitting mills	41.5	41.2	41.4	1.50	1.50	1.42	62.28	61.85	58.82
Clothing	36.9	37.1	36.8	1.62	1.63	1.52	60.00	60.62	55.96
Wood products	40.7	40.4	40.4	2.35	2.33	2.17	95.70	94.15	87.84
Furniture and fixtures	42.8	42.6	43.1	1.96	1.96	1.84	83.84	83.45	79.15
Paper and allied industries	41.2	41.5	41.6	2.91	2.91	2.75	119.83	120.95	114.58
Pulp and Paper mills	41.2	41.5	41.5	3.19	3.19	3.04	131.45	132.25	126.10
Printing, publishing and allied industries	38.5	38.6	38.9	2.90	2.90	2.75	111.54	111.71	107.30
Primary metal industries	40.3	40.7	40.8	3.02	3.00	2.87	121.42	122.37	117.21
Iron and steel mills	39.2	39.9	40.0	3.14	3.15	3.02	123.14	125.46	120.80
Metal fabricating industries	41.3	41.4	42.1	2.59	2.60	2.46	107.14	107.44	103.66
Machinery, except electrical	41.0	41.3	42.4	2.77	2.77	2.59	113.54	114.43	109.89
Transportation equipment	42.2	42.3	42.0	2.90	2.88	2.72	122.29	121.80	114.48
Aircraft and parts	42.0	41.8	42.7	2.86	2.87	2.68	120.28	120.09	114.62
Motor vehicles	42.5	42.8	41.7	2.99	2.97	2.82	127.07	127.27	117.44
Assembling	43.7	45.2	42.6	3.17	3.20	3.02	138.44	144.48	128.60
Parts and accessories	41.5	40.9	41.0	2.88	2.83	2.69	119.35	116.03	110.13
Shipbuilding and repairing	41.3	41.1	42.2	2.80	2.80	2.59	115.55	115.23	109.60
Electrical products	40.8	40.5	41.5	2.40	2.39	2.25	97.83	96.85	93.35
Communications equipment	40.3	39.9	41.2	2.30	2.31	2.17	92.69	92.08	89.34
Non-metallic mineral products	43.1	43.7	43.2	2.55	2.55	2.39	109.94	111.40	103.02
Petroleum and coal products	43.3	42.6	42.6	3.49	3.47	3.27	151.07	147.99	139.25
Chemical and chemical products	40.8	41.0	41.1	2.65	2.64	2.50	108.18	108.25	102.58
Miscellaneous manufacturing industries	40.9	40.8	41.2	1.99	1.98	1.84	81.31	80.68	75.91
CONSTRUCTION	41.9	42.2	42.5	3.19	3.15	2.94	133.59	133.02	124.82
Building	40.2	40.3	40.7	3.28	3.23	3.00	131.69	130.03	121.94
General contractors	40.0	39.9	40.3	3.13	3.10	2.89	125.28	123.50	116.58
Special trade contractors	40.4	40.6	41.1	3.40	3.35	3.09	137.16	135.92	126.97
Engineering	45.4	45.6	46.0	3.03	3.03	2.84	137.34	138.41	130.52
Highways, bridges and streets	46.0	46.2	46.2	2.52	2.50	2.32	115.97	115.58	107.00
Other engineering	44.8	45.1	45.8	3.53	3.60	3.25	158.22	162.05	148.72
OTHER INDUSTRIES									
Urban transit	41.1	42.2	42.4	3.05	3.07	2.75	125.29	129.76	116.56
Highway and bridge maintenance	38.8	40.3	39.6	2.29	2.27	2.04	88.74	91.66	80.68
Laundries, cleaners and pressers	39.0	39.3	39.0	1.42	1.41	1.35	55.53	55.39	52.68
Hotels, restaurants and taverns	33.5	33.6	34.4	1.43	1.42	1.35	47.98	47.76	46.30

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6 — Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October*	40.8	2.45	99.88	134.2	114.8
November†	40.7	2.46	99.93	134.2	114.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7 — Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
				$	$	$
Newfoundland	38.9	42.7	40.3	2.14	2.12	2.03
Nova Scotia	39.3	39.4	40.6	1.97	1.96	1.88
New Brunswick	41.1	42.1	40.8	2.03	2.07	1.92
Quebec	41.5	41.4	42.0	2.21	2.21	2.07
Ontario	40.7	41.0	40.9	2.58	2.57	2.42
Manitoba	39.7	39.8	39.6	2.20	2.20	2.01
Saskatchewan	40.0	39.5	40.1	2.57	2.52	2.36
Alberta	39.2	39.8	39.6	2.51	2.50	2.34
British Columbia	37.8	37.4	38.0	3.12	3.10	2.88

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003),

D — Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1 — Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—November	4,841,000	4,504,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4 — Benefit Payments, by Province, December 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	44,540	1,168,375
Prince Edward Island	5,640	139,898
Nova Scotia	42,848	1,038,394
New Brunswick	40,497	1,020,903
Quebec	300,554	7,939,978
Ontario	349,832	8,987,781
Manitoba	40,115	1,056,765
Saskatchewan	29,903	785,634
Alberta	42,267	1,118,155
British Columbia	122,716	3,324,799
Total, Canada, December 1967	1,018,912	26,580,682
Total, Canada, November 1967	784,131	19,886,170
Total, Canada, December 1966	904,070	22,426,912

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3 — Initial and Renewal Claims for Benefit, by Province, December 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	16,944	14,398	2,546	14,945	12,994	1,951	5,301
Prince Edward Island	3,671	3,290	381	3,402	3,093	309	995
Nova Scotia	13,963	11,053	2,910	12,022	10,211	1,811	4,761
New Brunswick	14,863	12,487	2,376	13,358	11,364	1,994	5,747
Quebec	83,960	59,431	24,529	77,208	61,466	15,742	33,361
Ontario	71,424	52,724	18,700	70,537	55,967	14,570	23,327
Manitoba	11,247	9,084	2,163	11,241	8,701	2,540	4,996
Saskatchewan	8,584	6,968	1,616	8,344	6,568	1,776	3,246
Alberta	11,209	8,654	2,555	11,124	8,417	2,707	3,678
British Columbia	34,712	26,275	8,437	32,773	25,984	6,789	10,499
Total, Canada, December 1967	250,577*	204,364	66,213	254,954†	204,765	50,189	94,912
Total, Canada, November 1967	193,533	141,335	52,198	153,072	110,572	42,500	79,289
Total, Canada, December 1966	251,453	195,549	55,904	228,186	183,612	44,574	89,973

*In addition, revised claims received numbered 39,641.

†In addition, 37,911 revised claims were disposed of. Of these, 3,909 were special requests not granted and 1,305 were appeals by claimants. There were 9,397 revised claims pending at the end of the month.

TABLE E-2 — Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 29, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20-per-cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	November 30 1967	December 29 1967
CANADA	501,523	316,665	109,864	46,847	28,147	336,627	423,437
Male	359,288	247,968	74,207	23,052	14,061	223,197	307,269
Female	142,235	68,697	35,657	23,795	14,086	113,430	116,168
NEWFOUNDLAND	26,590	20,686	3,690	1,596	618	12,005	26,740
Male	24,084	19,534	3,089	1,081	380	9,875	24,500
Female	2,506	1,152	601	515	238	2,130	2,240
PRINCE EDWARD ISLAND	5,036	4,165	431	282	158	1,623	5,101
Male	3,881	3,404	305	105	67	1,101	4,040
Female	1,155	761	126	177	91	522	1,061
NOVA SCOTIA	23,438	15,318	4,653	1,894	1,573	13,516	24,135
Male	18,500	12,932	3,498	1,104	966	9,749	19,702
Female	4,938	2,386	1,155	790	607	3,767	4,433
NEW BRUNSWICK	25,243	17,844	4,666	1,528	1,205	13,133	24,468
Male	19,558	14,777	3,194	820	767	9,390	18,651
Female	5,685	3,067	1,472	708	438	3,743	5,817
QUEBEC	160,514	100,510	36,308	15,430	8,266	114,147	129,448
Male	117,094	78,752	25,842	8,184	4,316	79,739	94,624
Female	43,420	21,758	10,466	7,246	3,950	34,408	34,824
ONTARIO	141,491	81,466	32,256	16,701	11,068	101,608	112,549
Male	85,974	55,562	18,123	7,276	5,013	57,570	68,973
Female	55,517	25,904	14,133	9,425	6,055	44,038	43,576
MANITOBA	20,493	13,656	4,786	1,264	787	13,796	13,572
Male	15,714	11,212	3,604	558	340	9,349	10,254
Female	4,779	2,444	1,182	706	447	4,447	3,318
SASKATCHEWAN	14,557	10,117	3,156	821	463	8,373	12,496
Male	11,643	8,878	2,316	297	152	5,909	9,882
Female	2,914	1,239	840	524	311	2,464	2,614
ALBERTA	20,300	13,435	4,364	1,479	1,022	13,479	17,181
Male	15,377	11,217	3,084	571	505	9 009	13,234
Female	4,923	2,218	1,280	908	517	4,470	3,947
BRITISH COLUMBIA	63,861	39,468	15,554	5,852	2,987	44,947	57,747
Male	47,463	31,700	11,152	3,056	1,555	31,506	43,409
Female	16,398	7,768	4,402	2,796	1,432	13,441	14,338

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1 — Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—February	146.1	144.1	147.7	129.1	155.0	184.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2 — Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1968

	All-Items									
	Feb. 1968	*Jan. 1968*	*Feb. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	132.1	131.6	126.6	128.3	122.8	130.3	127.8	190.8	157.6	126.2
Halifax	144.8	144.3	139.3	144.0	140.9	142.9	145.6	189.2	193.4	140.2
Saint John	147.9	147.7	143.3	146.7	140.4	144.3	157.1	214.9	179.2	139.6
Montreal	151.1	151.1	144.8	156.9	145.9	125.4	184.1	198.6	174.8	137.9
Ottawa	151.9	151.4	145.2	153.2	145.6	138.7	174.9	205.1	166.8	146.9
Toronto	153.8	154.1	148.1	146.5	155.3	141.3	158.3	190.8	214.1	143.7
Winnipeg	148.8	149.0	141.1	148.8	136.9	147.2	152.9	209.1	169.6	154.3
Saskatoon-Regina	142.9	142.6	137.0	146.1	135.5	146.5	145.4	168.0	167.4	137.0
Edmonton-Calgary	143.8	143.4	136.6	140.2	139.1	143.8	146.8	201.5	166.0	132.0
Vancouver	147.5	147.4	140.9	146.6	147.6	137.1	156.8	178.5	164.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1 — Strikes and Lockouts, 1963-68

Month or Year	Strike and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	406	438	409,932	4,045,060	0.26
1967—February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46

*Preliminary

TABLE G-2 — Strikes and Lockouts, February 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	43	45,904	562,800
Construction	14	986	5,590
Transportation and utilities	4	1,255	12,330
Trade	6	343	5,390
Finance	—	—	—
Service	8	473	1,400
Public administration	1	108	3,330
ALL INDUSTRIES	76	49,069	590,840

TABLE G-3 — Strikes and Lockouts, February 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	201	1,380
Prince Edward Island	—	—	—
Nova Scotia	4	487	1,640
New Brunswick	1	58	170
Quebec	20	3,808	52,660
Ontario	35	37,891	436,070
Manitoba	2	771	6,670
Saskatchewan	—	—	—
Alberta	2	32	670
British Columbia	8	5,770	91,480
Federal	2	51	100
ALL JURISDICTIONS	76	49,069	590,840

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			February	*Accumulated*		
MANUFACTURING						
Food and Beverages						
Weston Bakeries Ltd., Toronto, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	227	3,410	7,190	Jan. 9 Feb. 22	Wages—Wage increases from 47¢ to 72¢ an hr. over a 27 mos. contract.
Rubber						
Goodyear Tire & Rubber Co. of Canada Ltd., Bowmanville, Ont.	Rubber Workers Loc. 189 (AFL-CIO/CLC)	150	30	30	Feb. 5 Feb. 5	Alleged grievance against supervisors—Union persuaded men to return to work.
Textiles						
Canadian Automotive Trim (Chrysler Corp. of Canada), Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC	599	1,200	4,490	Jan. 24 Feb. 5	Working conditions—Return of workers.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	1,720	1,720	Feb. 16 —	Wages—
Wood						
Several lumber companies Various locations British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	408,430	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Que.	Building and Woodworkers' Federation (CNTU)	203	410	15,040	Oct. 19 Feb. 5	Wages, hours, job evaluation—45¢ an hr. increase for males, 39¢ an hr. for females over a 3-yr contract; other improved benefits
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	3,780	4,500	Jan. 25 —	Wages—
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	900	300	300	Feb. 29 —	In protest over suspension of two workers—
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	379,690	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	3,910	19,880	Oct. 23 Feb. 26	Delayed negotiations in a new contract—80¢ an hr. increase over a 4-yr. contract; other improved benefits.
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,550	26,860	Nov. 25 —	Wages—

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary) (Continued)

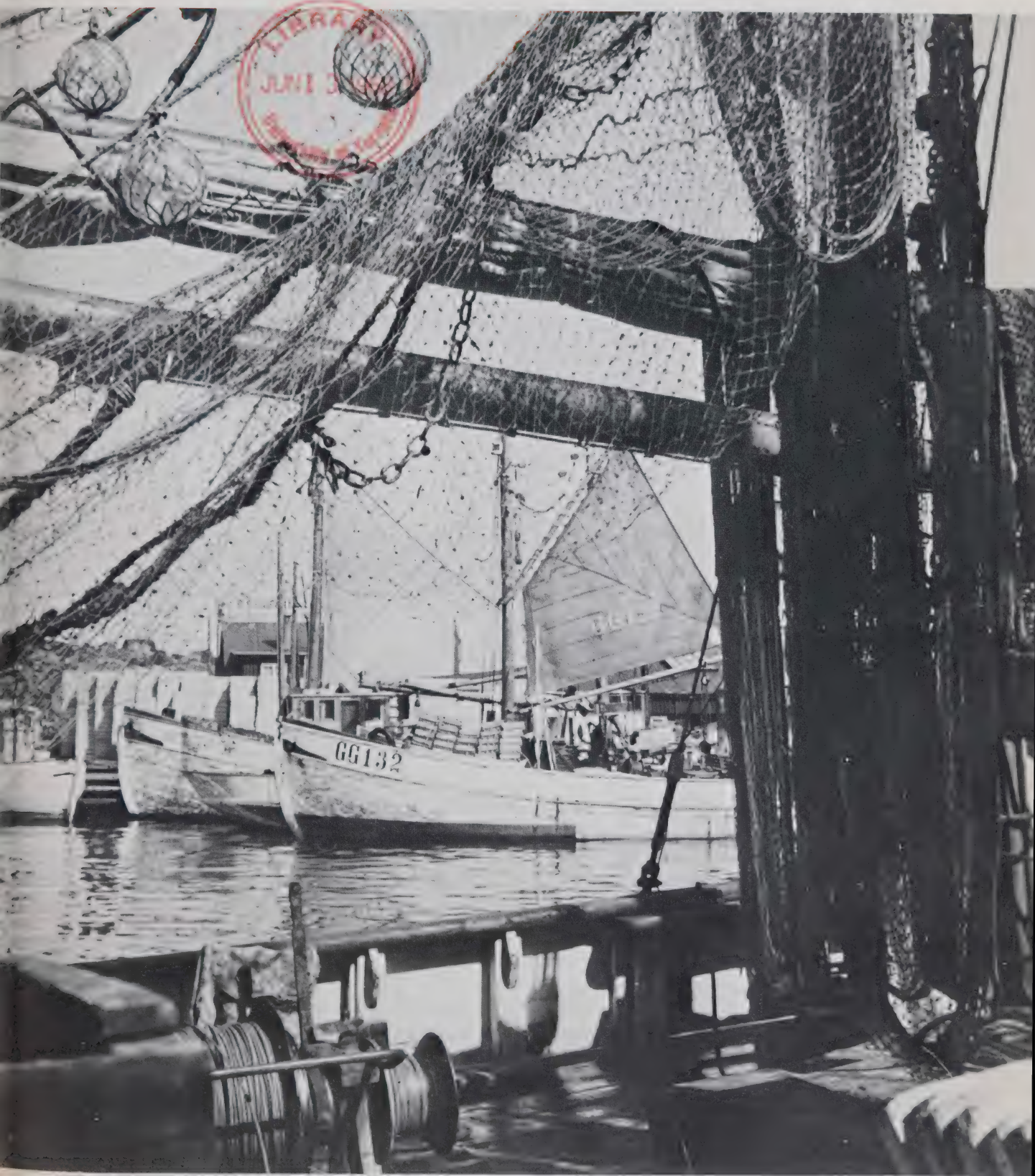
Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
Transportation Equipment						
Chrysler Canada Ltd., Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	8,772	17,540	66,030	Jan. 22 Feb. 5	Working conditions—Return of workers.
General Motors of Canada Ltd. and subsidiaries, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	23,626	359,310	359,310	Feb. 7 —	Wages, working conditions—
General Motors of Canada Ltd., Ste Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	1,848	27,720	27,720	Feb. 9 —	Wages, working conditions—
Canadian Acme Screw and Gear Ltd., Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	1,242	13,140	13,140	Feb. 15 —	Wages, hours—
Bristol Aerospace, Winnipeg, Man.	Machinists Loc. 741 (AFL-CIO/CLC)	694	5,900	5,900	Feb. 19 —	Delayed negotiations in a new contract—
Canadian Car, Fort William Division, Hawker Siddeley Canada Limited, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	675	340	340	Feb. 29 —	Safety conditions—
Non-Metallic Mineral Products						
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	890	890	Feb. 22 —	Wages—
Miscellaneous Manufacturing						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (AFL-CIO/CLC)	833	17,220	17,220	Feb. 1 —	Delay in signing new agreement—
CONSTRUCTION						
H. J. Kaiser Co. (Canada) Ltd., Long Harbour, Nfld.	Various unions	186	1,090	1,250	Jan. 27 Feb. 12	Overtime rates, dissatisfaction over room and board accommodation —Return of workers.
Brown and Root Limited, Donkin Highway, Glace Bay, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	303	610	610	Feb. 13 Feb. 15	Suspension of two workers— Return of workers on instruction of union.
Brown and Root Limited, Donkin Highway, Glace Bay, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	122	430	430	Feb. 23 Feb. 29	Alleged unjust lay-off of eight workers—Return of most workers.

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *February*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal—South Shore, Que.	Railway, Transport and General Workers Locs. 511 & 513 (CLC)	120	1,460	2,320	Jan. 22 Feb. 18	Wages—25¢ an hr. increase retro active to Nov. 23, 1967.
B.C. Ferry Authority, Vancouver, B.C.	Merchant Service Guild (Loc. 2 (CLC)	1,080	10,800	10,800	Feb. 16 —	Protesting lay-off of 160 workers
TRADE						
Various automobile dealers, Quebec City and area, Que.	CNTU	150	3,130	12,760	Nov. 1 —	Wages, hours in first agreement
Essex County Lumber Dealers Association, Windsor and area, Ont.	Carpenters Loc. 494 (AFL-CIO/CLC) & Teamsters Loc. 880 (Ind.)	105	420	420	Feb. 26 —	Wages—
SERVICE						
Health and Welfare						
Hôpital St. Ferdinand, St. Ferdinand d'Halifax Cté Mégantic, Qué.	Service Employees' Federation (CNTU)	340	340	340	Feb. 23 Feb. 23	Alleged grievances—Return of workers.
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	3,330	3,330	Feb. 5 —	Wages—

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1967.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $2.50. (Bilingual). Cat. No. L2-548.

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Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50. Cat. No. L31-967F.

Labour-Management Research Series

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(Continued on inside back cover)

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Cover Photograph

The fishing boat anchorage at the seaport city of Goteborg, Sweden. See "Swedish Labour Laws and Practices" on p. 326.

Swedish Tourist Traffic Association photo

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50 Years Ago

From the Labour Gazette
June 1918

The registration of all persons over 16 years of age was ordered by the Canada Registration Board in June 1918. The hiring methods of the Lake Carriers' Association were described by the United States Bureau of Labor Statistics.

The registration of all male and female persons over 16 years of age was begun by the Canada Registration Board (L. G., March, p. 134) on June 22, 1918, the date set by proclamation. "On that date," this journal said in its June issue, "all men and women, whether of British birth or foreign nationality, who are 16 years of age or over, must appear before the nearest deputy registrar and answer certain questions.

"A person failing to comply with the order is liable to fine; imprisonment; is disentitled, if an employer, to the services of any employee, though liable for the wages earned by such employee; is disentitled, if an employee, to any wages that would otherwise be due to him; is deprived of the franchise; is deprived of the right to travel and of the right to demand board and lodging. Of particular importance to employers is another penalty which provides that anyone who continues to employ an unregistered person, or who pays him any salary while he remains unregistered, thereby renders himself liable to a penalty similar to that which the unregistered employee himself shall be liable to."

Persons who were unable, through illness or for some other good reason, to register on the day proclaimed could do so later at any post office. The questions asked both men and women were designed to find out what kind of work each was best fitted for, in case the Government wanted to take steps to ensure that enough labour was available for the production of food, munitions and other war supplies, shipbuilding "and other occupations essential to winning the war," as this journal said.

The Canada Food Board (L. G., March, p. 134) in April 1918 issued an order that forbade anyone to hold, have in his possession, or have under his control, more than enough flour or sugar to supply his needs for 15 days, except that persons living more than two miles from a dealer licensed by the Food Board might have supplies for longer periods, according to the distance from such a dealer.

Regulations also prescribed the quantities that dealers and manufacturers might have on hand. "A general system of licences for dealers in food was put in force to cover the various classes of food, extending the license system previously adopted."

This journal published a summary of the methods used by the Lake Carriers' Association in hiring its seamen, as described in a bulletin issued by the United State Bureau of Labor Statistics. The summary read in part:

"For some years the so-called 'welfare plan' has been the cause of serious dissensions between the vessel owners and their employees. The men charge that the plan was devised to 'break strikes, to blacklist union men, and to crush unionism among the seamen.' The 'welfare plan' provides, among other things, for the maintenance of assembly rooms at various ports, to the privileges of which sailors are entitled on payment of an annual fee, which constitutes membership in the 'plan'. Preference in employment is always given to welfare men. Each member is given a registration or record discharge book in which is kept a record of his services in the Association's ships.

"When applying for work, each sailor must present this book to the local assembly room or shipping office officials and to the captain of the boat on which he ships. The book is kept by the captain until he signs the sailors' discharge record for the trip. If the entry is favourable the book is returned direct to the man; but if not, the book is handed by the captain to the secretary of the Association with an explanatory statement. The Association then considers the cancellation of the sailor's membership in the 'welfare plan'.

"The sailors allege, according to the report, that the assembly rooms 'are virtually employment offices for the shipment of, preferably, non-union men; that the registration and discharge book system constitutes an effective blacklist, and that the scheme thus becomes a wholesale strike-breaking system.' In considering these allegations, the report says: 'There seems to be no doubt that the welfare plan, whether or not it was so intended, is admirably suited to limit the seamen's freedom of action and to preclude effective organization among them.'"

Because a strike had been arranged to take place on the Great Lakes on October 1, 1917, the United States Shipping Board intervened. As a result of conferences that were held, the Lake Carriers' Association assured the Board that it would accept any decision the Board might make, and that although it would not "of its own motion abolish the welfare plan, it would abolish the discharge book or modify the welfare plan in any manner the Shipping Board may direct after fair investigation." Meanwhile, the strike was postponed until the Board had a fair chance to make this investigation.

In a report of the Railroad Wage Commission of the United States, addressed to the Director General of Railroads, which was published verbatim in the June issue of this journal, there was a section on Average Railroad Wages in which the popular idea that railroad employees were at that time among the most highly paid workers was disputed. (It was on this report that General Order No. 27, which came to be known as the McAdoo Award, was based.)

This section of the report read in part:

"It has been a somewhat popular impression that railroad employees were among the most highly paid workers. But figures gathered from the railroads disposed of this belief. Fifty-one per cent of all employees during December 1917 received $75 per month or less; and 8 per cent received $100 per month or less. Even among the locomotive engineers, commonly spoken of as highly paid, a preponderating number receives less than $170 per month, and this compensation they have attained by the most compact and complete organization, handled with a full appreciation of all strategic values. Between the grades receiving from $15 to $250 per month, there is included less than 3 per cent of all the employees (excluding officials) and these aggregate less than 60,000 men out of a grand total of 2,000,000.

"The greatest number of employees on all the roads fall into the class receiving

Continued on page 3

Labour Standards: appointments and retirements



B. H. Hardie



H. S. Johnstone

Banning H. Hardie was appointed Director, Labour Standards Branch, Canada Department of Labour, on April 1, in succession to Harris S. Johnstone who retired on the same date.

Mr. Hardie, who has been Assistant Director of the Branch since 1965, joined the Department of Labour in 1948. He has successively held the positions of industrial relations officer, secretary and reviewing officer of the Canada Labour Relations Board, and chief of the Fair Wages and Prevailing Rates Division of the Industrial Relations Branch, as it was then called.

Previously, Mr. Hardie, after receiving his Bachelor of Commerce degree from Dalhousie University, worked as a reporter with the Amherst Daily News and the Halifax Chronicle. During World War II, he served as a flying instructor with the RCAF.

Harris S. Johnstone, Director of the Labour Standards Branch of the Department of Labour, retired on April 1 after 26 years of service in the Department.

Mr. Johnstone joined the Department in 1942 as a labour relations officer, after having been previously employed in the Saskatchewan Public Service as commissioner of labour and public welfare, provincial fair wage officer, and chairman of the Minimum Wage Board.

After being appointed to the Canada Department of Labour in 1942, he remained in Saskatchewan on loan to the provincial Government as chief executive officer of the Saskatchewan Regional War Labour Board until 1943. At that time he opened the Winnipeg office of the Industrial Relations Branch of the federal Department.

Mr. Johnstone was transferred to Ottawa in 1948 as chief of the Fair Wages and Prevailing Rates Division of the Industrial Relations Branch. He was appointed Assistant Director of the Branch in 1960, and Director of the Labour Standards Branch in 1965.

Mr. Johnstone served as alderman on the Moose Jaw City Council from 1932 to 1934, and as Mayor and chairman of the Police Commission from 1935 to 1937. That year, he became honorary secretary and treasurer of the Continuing Committee of the Dominion Conference of Mayors and Municipalities, and in 1943 he was president of the Canadian Association of Administrators of Labour Legislation.

Increases for lithographers average $1,300

About 3,500 lithographers in Ontario and Quebec, members of the Lithographers and Photoengravers International Union, have signed a new contract that provides an average increase of $1,300 over a two-year agreement.

The workers will receive an average increase of 12 per cent retroactive to January 1, 1968 and an additional 6 per cent on January 1, 1969.

The two-year contract, which was ratified by union members on March 16, extends from last January 1 to December 31, 1969. The agreement covers more than 70 printing companies in Windsor, Hamilton, Toronto, Ottawa, Montreal and London.

B.C. ferry service disrupted for two weeks

British Columbia Government ferry service workers staged a two-week strike in February that tied up traffic and food shipments between the mainland and Vancouver Island. The provincial Government owns and operates a fleet of 20 ferries for commercial and public traffic to the Island.

Tension and concern over the strike mounted when several legislature Cabinet Members threatened government intervention in the strike, or reprisals against the striking ferry workers. In spite of this, the strike continued.

The strike was sparked by the dismissal of 160 persons from permanent employment, and it developed into a struggle for collective bargaining rights, which are not legal for civil servants under B.C. law.

About 800 deck, catering and shore workers, members of the B.C. Government Employees Association, marine division, and 250 officers and engineers, members of the Canadian Merchant Service Guild, Inc., called the strike to protest the transfer of the 160 persons to temporary employment status. The transfer movement offered these employees the choice between accepting severance pay for six weeks, followed by termination of employment, or remaining on the payroll without reduction of salary, but on temporary status.

During the strike, the provincial legislature introduced a bill giving the Cabinet power to end strikes within 24 hours to protect the public interest and welfare. The bill eliminates conciliation boards, sets up a permanent mediation commission whose findings would be binding, and ends government-supervised strike votes.

A memorandum of agreement, which ended the strike between the Government and the ferry workers, included a clause banning any further ferry tieups. The settlement provided for the return of all laid-off employees to their status prior to the dispute, until the end of the summer season. The employees and the Government were to appoint three representatives each to form a committee whose decision on grievances, working conditions and seniority matters would be binding. The committee would make salary recommendations, but these would not be binding. In addition, the agreement included provision for the appointment of a neutral referee if the committee deadlocked.

Eskimo fraternization suit dismissed by Supreme Court

A panel of five judges from the Supreme Court of Canada on March 8 unanimously dismissed a suit for $25,000 damages introduced by Terence John Whitfield, an electrician previously employed by the Canadian Marconi Company at Great Whale River in Northern Quebec. Mr. Whitfield was fired in 1961 for violating a clause that forbade white employees of the company from fraternizing with the native populace in surrounding Indian and Eskimo villages.

The damage action was launched originally in 1962, and subsequently dismissed by the Quebec Superior Court and by the Quebec Court of Queen's Bench.

It was Mr. Whitfield's contention that the company policy, designed primarily to protect the native population against exploitation by the whites, should not have applied to Ann Witaltuk, a well-educated, multilingual airline hostess who was then an interpreter with the Department of Indian Affairs and Northern Development at Whale River.

The company had maintained that Mr. Whitfield, a civilian, was subject to the same non-fraternization rule imposed on RCAF personnel housed at the radar base, and that any exceptions could have had a demoralizing effect on the service personnel.

The Department of Indian Affairs had urged the company in 1961 to modify the "non-fraternization" regulation, stating that it was a carry-over from regulations enforced during the construction of Distant Early Warning line sites, and no longer applicable. Mr. Whitfield's defence contended that his dismissal from the Company was contrary to the Canadian Bill of Rights and to Article 13 of the Quebec Civil Code. Part I of the Bill of Rights declares that the "freedom of assembly and association," is one of the fundamental freedoms.

"I do not see that it matters whether the purpose of this clause was to protect the native population or to preserve morale at the radar station, or to realize some other objective or combination of objectives," Judge J. Owen said. "Furthermore I am of the opinion that the clause in question should not be said to infringe Whitfield's 'freedom of assembly or association,' within the meaning of . . . the Canadian Bill of Rights."

Article 13 of the Quebec Civil Code states: "No one can by private agreement validly contravene the laws of public order and good morals."

Judge Owen continued, "In my opinion the private agreement between Whitfield and the Canadian Marconi Company, providing that, as a general rule, Whitfield would not go to the neighbouring Indian or Eskimo villages and would not associate with the native population, does not contravene any laws of public order or good morals."

The judges were unanimous in their conclusion that the clause was not contrary to either the Canadian Bill of Rights or Article 13 of the Quebec Civil Code.

In spite of the judges' decision, the Whitfield case has not dropped from public view. It is one of the items of business to be discussed when Parliament reconvenes in the fall.

Mining manpower needs outlined in new report

The Canadian Institute of Mining and Metallurgy has released a report on manpower requirements of the Canadian mineral industry. The report was prepared in co-operation with the provincial ministers of mines.

The Institute conducted a survey of requirements in the industry with a view to analyzing the extent and nature of suspected manpower shortages. Each province undertook to identify establishments that were likely to be concerned about skilled and unskilled manpower in the industry, and to distribute questionnaires to these establishments. Results showed that there was a total of approximately 116,000 employees in the industry during 1966.

The principal findings of the survey indicate that:

- there is a current requirement for additional manpower in the mineral industry equivalent to 7.2 per cent of the total employment reported by participants;
- the mining sector accounts for 86 per cent of the total current requirement, the oil and gas sector for 10 per cent, and the balance is attributable to institutions;
- approximately two thirds of current requirements in the mining sector are attributable to smelting and copper, copper-nickel and iron mines; for later years, there is a relatively rapid growth in the requirements of uranium and miscellaneous non-metal mines;
- in each sector, requirements for professionals are relatively greater than for non-professionals; geologists accounted for 25 per cent of all current requirements for professionals;
- Manitoba, Ontario and Quebec together account for approximately three quarters of all current requirements in the mining sector; and
- in both the mining and the oil and gas sectors, the requirements of small establishments are relatively greater than those for large ones.

Parliament

An Act to amend the National Housing Act, passed by Parliament on March 8 as Bill C-202 (L. G., May, p. 261), received the Royal Assent on March 27 (*Hansard* p. 8143).

Parliament adjourned on March 27 until Tuesday, April 23 (p. 8143).

Announcement of the dissolution of Parliament and of the holding of a general election on June 25 was made by Prime Minister P. E. Trudeau on April 23 (*Hansard* p. 8145).

Latest legislation reports are now available

The first of the 1968 series of Current Reports on legislation affecting labour introduced in Parliament and the Provincial Legislatures is now available.

Prepared by the Legislation Branch of the Canada Department of Labour, the Reports cover the provisions of each labour bill and other bills of general labour interest, introduced at the 1968 sessions of Parliament. They also follow the progress of each bill until it either receives Royal Assent or is dropped.

At the close of each session, the major developments of the year are reported in the "Labour Law" section of the LABOUR GAZETTE.

The first Report contains reviews of proposed new provincial legislation, such as the British Columbia Mediation Commission Act and the Quebec Public Protector Act. The B. C. bill proposes to eliminate conciliation boards and to set up instead a permanent, full-time mediation commission for the settlement of industrial disputes. It would also enable the Lieutenant-Governor in Council to refer a dispute to the mediation commission for binding arbitration when he considers that it would not be in the public interest and welfare for a strike or lockout to occur.

The Quebec bill provides for the appointment of a public protector or ombudsman to safeguard the public from administrative abuses.

Other bills reviewed include revisions of existing legislation, such as the British Columbia Workmen's Compensation Act, the Saskatchewan Teachers' Salary Agreements Act, amendments to the federal Industrial Relations and Disputes Investigation Act, and the Nova Scotia Trade Union Act.

Single copies of these mimeographed Reports are available from the Legislation Branch.

Correction for May news brief

The news brief in our May issue (p. 259) headed, "CUPE will bargain for CBC employees," stated that the Canadian Union of Public Employees had been certified by the Canada Labour Relations Board as bargaining agent for 1,726 employees of the Canadian Broadcasting Corporation, and that applications by the National Association of Broadcast Employees and Technicians (CLC) and the Confederation of National Trade Unions had been rejected by the Board. This statement was incorrect in so far as it referred to the CNTU.

NABET did apply for certification, but the CNTU affiliate, *le Syndicat Général du Cinéma et de la Télévision* (*Section Radio-Canada*) (*CSN*), merely intervened to object to the appropriateness of the bargaining unit applied for by the CUPE.

At the time the Board considered the CUPE's application, there was no certified bargaining agent for the unit in question, which consisted of production employees of the CBC. These employees were formerly members of the International Alliance of Theatrical Stage Employees and Moving Picture Operators (IATSE), which was their certified bargaining agent from 1953 until January of this year, when the certification was revoked by the Board.

The second part of the last paragraph of this news brief, which read, "In the autumn of 1967, CUPE, NABET and IATSE, with the CNTU in the background, tried to gain a majority of the employees concerned, but their applications were rejected by the CLRB on technical grounds," was entirely incorrect.

First bank-clerk union signs initial agreement

The first accredited union of bank employees in North America has signed the first collective agreement in Canada between a bank and its clerical workers. The 30-month contract provides salary increases ranging from $1,150 to $2,575. They will rise in three stages, retroactive to January 1, 1968.

The new agreement also sets up grievance machinery, eliminates evening work and improves holidays and fringe benefits.

The contract was signed after six months of bargaining between the Montreal City and District Savings Bank and the Montreal City and District Bank Union, which represents 1,080 bank tellers, clerks and junior accountants working for the bank.

The bank union was certified by the Canada Labour Relations Board last October 13, after it signed up nearly all eligible employees in a quiet organizational drive. The bank's 110 accountants and assistant accountants have formed a separate local that will begin bargaining in February.

The union's President, Charles Bilodeau, believes that the agreement will form a precedent to encourage other bank employees to organize and join in collective bargaining. At present, only one bank in Canada and five in the United States are unionized.

The Montreal City and District Savings Bank, however, is not one of Canada's eight chartered banks, and it operates only in the greater Montreal area. It is not expected, therefore, that the chartered banks operating in province-wide or nation-wide jurisdiction will follow suit in the near future by negotiating collective agreements with employees from widely separated locations or differing work environments.

Quebec plans to take over manpower policy

The Quebec Government plans to assume responsibility for the Canada Manpower Centres operating within the province, Labour Minister Maurice Bellemare told the Quebec Legislative Assembly in March. The takeover program will be spread over a period of five years.

At present, the provincial and federal manpower jurisdictions are shared by the two Governments. The Quebec Department of Labour has created a Manpower Branch to administer the provincial manpower policy. It supervises the 59 manpower centres already established within the province. In addition, it is establishing a number of measures to fit workers into the available jobs, and to upgrade their qualifications.

During the five-year period, the provincial Department plans to set up nine regional divisions, 26 subregional centres, which correspond to the administrative subregions created by the Quebec Government, and 59 local offices.

Mr. Bellemare explained that the new manpower program will offer workers guidance, vocational training, employment and reclassification in their jobs. An interdepartmental committee has been formed to plan and co-ordinate efforts in the field of adult vocational training. In addition, plans call for a temporary advisory committee to assist the Branch in the further development of the manpower policy.

Manpower policy comes under provincial jurisdiction, the Minister explained. Gradual takeover of responsibility from the federal Government will begin with the opening of 10 new offices during the next year. He added: "We are not declaring any war; we are maintaining our right and duty to assist Quebeckers by means of a total manpower policy. . . . "

Social costs in Sweden showing increase

Social costs are rising in Sweden, and Swedish employers who have been required "to foot the bill" for certain social costs, in addition to direct wages and salaries, have had their obligations increased.

Employer contributions to Sweden's Superannuation Pension Scheme, supplementary pensions, the National Health Scheme, industrial injury insurance, sick pay and dependants allowances now have risen from 18.7 per cent to 19.1 per cent of the wages of hourly workers, and from 27.2 to 27.8 per cent of the wages of salaried employees.

In addition, Swedish legislation provides for a four-week holiday with pay, and this is expected to amount to 9 per cent of the total annual wages. Salaried employees receiving more than four weeks holiday with pay will now cost the employer about 9.4 per cent of the total annual salaries.

Hamilton steelworkers set up strike fund

A new international strike fund will double union dues for a five-month period for 23,000 Hamilton area members of the United Steelworkers.

From April to August, the dues payments will jump to $10 from $5 a month, with the extra $5 going into the fund.

In September, each member will pay the equivalent of two hours' pay each month as regular dues. The union estimates that this is an average increase of $1.78 a month.

Weekly salaries raised on New York newspapers

Reporters and photographers working on the New York Post, the city's only evening daily, will have their top-minimum weekly salary raised from $193.10 to $234.30 by March 31, 1969.

A new three-year contract that came into effect on March 12, between the U.S. Newspaper Guild and the Post, will also raise the weekly salaries of office boys and messengers from $62.50 to $78.10.

The contract, retroactive to March 31, 1967, called for five-week vacations for employees having 25 years of service, pension improvements, larger car allowances and improved job security.

Emerging Sectors of Collective Bargaining

The peculiar difficulties and restrictions that complicate collective bargaining for professionals, and for employees in the public service and in "essential" services, formed the subject of this year's McGill Industrial Relations Conference.

THE 18th Annual Conference of the McGill University Industrial Relations Centre, which was held on April 2 and 3, discussed collective bargaining for professionals, collective bargaining for public service employees, and collective bargaining in the hospitals, the latter being with reference to the Province of Quebec.

Two of the principal speakers were: Robert Sauvé, Associate Director of the Industrial Relations Centre, who gave an address on "The Dilemma of the Employee in the Emerging Sectors;" and Prof. Everett Kassalow, Department of Economics, University of Wisconsin, who spoke on "The White-collar Outlook."

Arvid Anderson, Director, Office of Collective Bargaining, City of New York, was the dinner speaker. His subject was "A New Approach to Labour Relations in the Public Service."

Panel discussions occupied three half-day sessions. The subject dealt with by the first panel was "The Professional and Collective Bargaining." The four members of the panel were: Yvan Brunet, President, Federation of Engineers, CNTU; Dr. Gérard Hamel, President, Federation of General Practitioners; Dr. Thomas McLeod, Vice-Principal, University of Saskatchewan, Regina Campus, and formerly Deputy Provincial Treasurer of Saskatchewan; and Fred A. Todds, Assistant Vice-President, Staff Engineering and Manufacturing Services, Northern Electric Co.

In the second panel, three speakers discussed "Labour-Management Relations in the Public Service Sector." They were: Francis Eady, Assistant to the National President, Canadian Union of Public Employees (CLC); Roger Martin, Director of Labour Relations, Government of Canada; and Michael Vaillancourt, Technical Adviser, Confederation of National Trade Unions. A fourth member of the panel, Roch Bolduc, Commissioner, Quebec Civil Service Commission, was unable to attend.

On the third panel, which discussed "Collective Bargaining in the Hospitals," were: for the hospitals — André Chagnon, Director, Labour Relations Association of Hospitals of the Province of Quebec; for the unions — P. E. Dalpé, President, National Federation of Services, CNTU; and Margaret K. Stead, Executive Secretary, United Nurses of Montreal.

A notable feature of the conference compared with those of previous years was the prominence given to the French language. The program of the conference said, "All discussions will be bilingual, but papers will be presented in English." Questions from the floor, however, were asked in either English or French, and were usually answered only in the language in which they had been put. An unusually large number of delegates were French-speaking.

Robert Sauvé, appointed a second associate director of the Industrial Relations Centre during the past year, who spoke fluently in both French and English, summarized in French a number of the addresses that were given in English.

ROBERT SAUVÉ

It is pure hypocrisy to say that unions in the public service in Quebec have the right to strike, said Robert Sauvé, Associate Director of the Industrial Relations Centre of McGill University, in an address on, "The Dilemma of the Employee in the Emerging Sectors." In theory, the unions have that right, but he instanced two disputes in which the Legislature had deprived them of it. "Why give the unions a right with one hand and take it away with the other?" he asked.

"When the state cannot win at the bargaining table, it turns to its powers of legislation. If the union is stubborn, it inevitably ends with a bill," he commented.

Prof. Sauvé, a former secretary-general of the Confederation of National Trade Unions, suggested certain principles in public service bargaining that would "open the way to real negotiations and . . . get back to what collective bargaining means." First, the legal framework should be as simple as possible and should leave as much freedom as possible to the parties involved. It should not be imposed from outside. As is the practice in the United States, the right to strike should become effective on the expiry of the agreement. Negotiations should start at least 90 days before the expiration. In the case of a first agreement, the union should be free to strike 120 days after notice of negotiations had been given.

Forty-five days before the expiry of an agreement, or after the opening of negotiations for a first contract, the parties would have to choose between a strike and binding arbitration. An arbitrator would be given a special set of criteria, such as comparison with wages in five leading industries in the bargaining sector, and the cost-of-living index should be used as an automatic basis for wage increases. A list of arbitrators would be made up by both labour and management. In case of disagreement, a panel of independent persons chosen beforehand would make a final choice.

"In order to have real negotiations and not the token kind carried on only to pass over the delays, the right to strike would be maintained for the duration of the agreement. This is needed in order to settle any type of grievance . . . Permanent negotiations could be installed. On monetary matters, the application of the settlement would come into effect when the parties designate, or automatically at the expiry date. On non-monetary matters, the settlement would be effective immediately on settlement.

"In order that the arbitration process be taken seriously, it

should be public. This, I believe, would avoid a lot of exaggerated demands or counter-proposals." These proposals might not be a solution, the speaker said, but they constituted "a new approach. We must get the parties to find solutions, because otherwise, governments will not resist the temptation to revert to reactionary laws."

Most of the arbitrators appointed under Quebec legislation regulating disputes in the public service were judges, Prof. Sauvé pointed out, and he was opposed to this. He thought that judges should be used when court cases necessarily arose out of a conflict of laws in collective bargaining, "but for most cases, judges should be kept out of them and stay in what they have been trained for. Their training is in general too conservative to deal with this dynamic world of industrial relations, which is in constant evolution."

Compulsory arbitration in conflict-of-interest disputes was not used in the private sector, and "Why should it be otherwise in the public sector?" Nor should the Legislative Assembly hand over its responsibilities to a third party, which was what arbitration involved.

Speaking of professionals, Prof. Sauvé said that unionism had had more impact in Quebec than anywhere else in Canada. Among the reasons for this were that many professionals had become or would become salaried. Examples were doctors, dentists and optometrists. "Because they were acting alone and were not grouped in unions, they were lagging behind skilled labour or technicians. The fact that they were part of management had the effect of downgrading them salary-wise."

The professional associations had not provided help to their members in negotiations or battles of interest, their purpose being to enforce discipline and to maintain a code of professional ethics.

So far, the professionals in Quebec who had become unionists were mainly engineers and doctors, and they had "not yet achieved the level of certification because of legal problems. If they were certified, they would lose at least 50 per cent of their members, since a good number of them do not correspond to the qualification of a salaried person, as understood in the Labour Code. Engineers have won their union campaign in the public sector, but it is more difficult in the private sector. In the public sector they do not suffer as much from the onus or mystique of professionalism as their colleagues in the private sector, and they have less chance of being identified with management.

"It is interesting to note that professionals have adapted unions to their needs and not vice-versa. Structures of the labour movement here were young enough to allow such an adaptation . . . They bring a new aspect to unionism because they want to take part in the management of their respective industry. Their unions are more oriented to the promotion of their profession than simply to monetary demands, which they incidently are not leaving aside . . ."

Speaking of white-collar workers in general, Prof. Sauvé said that all over the world, except in Sweden and Britain, it seemed that white-collar workers did not belong to unions. He suggested six reasons to account for this fact:

1. The white-collar worker did not want to have a union imposed on him. He wanted to make his own decisions. "The Rand Formula, for instance, seems monstrous to him."

2. The white-collar worker questions the quality of union leadership. He believes that the present leadership is for blue-collar workers only.

3. He thinks that his being better educated than the blue-collar workers qualifies him to manage his own affairs.

4. Psychologically, he is more one with the firm than the blue-collar worker, and physically and psychologically he is closer to the employer and has more sympathy with him than with the production worker.

5. The white-collar worker has his own ideas about his job, and this makes him critical in dealing with a union organizer.

6. Unions have made the mistake of thinking that the organizing methods that work with the blue-collar workers will also work with the white-collar worker. When the white-collar worker is once won over, however, he becomes a "very militant member."

The blue-collar workers practically imposed unionism on all employees in the public sector, the speaker said. At the federal level, the operational group had long been enthusiastic about unions. In the Quebec public service, the success of the organizational campaign was due to the strong support of the blue-collar workers, who "were dragging the white-collar workers."

In the federal service, Bill C-170, which gave civil servants a system of collective bargaining, accelerated the organization of civil servants. The speaker remarked that the question raised by Bill C-186 had been partially settled by Bill C-170, which gave the Public Service Staff Relations Board the authority to certify regional groups when once a national bargaining unit had been asked for or certified. "As far as I know, this was done without too much criticism," he commented.

Although he considered the collective bargaining position of Quebec civil servants unsatisfactory, he said that "Quebec legislation gave, and still gives more advantages to employees in the public sector than anywhere else in North America," including Saskatchewan, which gave its employees the right to strike in 1944. In Saskatchewan, the legislation "came out as a gift from a political platform," and because the employees "did not fight for it, they are presently not far from a company-type union."

The big increase in unionization of hospital employees in Quebec came after the 1961 hospitalization program. "Before that, the nuns had convinced the employees that charity was their best salary. It is interesting to note that the quality of the personnel has improved a lot since the decrease of the religious influence. The semi-professional group (the nurses) were more reluctant to join unions . . . Today even doctors are interested in being grouped as a union, and not only as members of a professional corporation."

EVERETT M. KASSALOW

"Although signs of unionism and militance among white-collar employees in recent years are significant, they are no sure proof that all or even most white-collar workers are headed for unions and aggressive industrial action. Moreover, there is no scientific reason to believe that recent labour force trends, favouring white-collar employment, will continue indefinitely."

This view was taken by Prof. Everett M. Kassalow, Department of Economics, University of Wisconsin and Associate Professor of Law, McGill Faculty of Law, who spoke to the conference on "The White-Collar Outlook." He recalled that, shortly after World War I, a noted German authority on white-collar workers, had said that the day of the special role or isolation from unionism of the white-collar employee was clearly over.

"Forty years later in Germany, there are today, in proportion to the labour force, far fewer white-collar employees unionized than was the case in 1927; and there appears to be no break-neck move by most white-collar workers toward the main labour federations of the country, or into any labour unions at all," Prof. Kassalow remarked.

He warned against trusting projections of present trends as indications of the future. For instance, he said, if some analyst had been forecasting labour force trends in North America in 1910, or thereabouts, he would probably have shown that, in

the course of this century, most Americans would be employed in manufacturing, basing his forecast on the rapid growth in manufacturing taking place at that time. As it turned out, manufacturing later actually began to decline as a source of employment.

One could not assume that an overwhelming proportion of the labour force would be white-collar workers in the years to come, or that 25 to 30 per cent of all employees would be professionals in a couple of decades.

White-collar workers as a percentage of all employed workers had grown from 34.9 per cent in 1947 to 45 per cent in 1966. But, it should be noted, the speaker said, that the growth in white-collar employment had not been due to a shift from blue-collar to white-collar employment within industries, but mainly to "the shift of consumers to the 'products' of new industries and services, the rise of public employment, education and the like, as well as a general growth of the non-profit sector."

The shift from goods-producing to service industries in the United States since the end of World War II, had been dramatic and this had involved marked declines in mining, manufacturing and agriculture, and large increases in employment in government and service sections.

"Over 90 per cent of the extraordinary increase in professional employment was, again, due to the growth of certain industries and services, and less than 10 per cent was due to shifts within industries."

New trends were difficult to forecast, but some of the services, including medical, and recreational services, seemed likely contenders. As the United States moved to deal with problems of urban blight and poverty, construction and social work might receive a great new impetus. There was, however, nothing automatic in the growth of occupations and professions.

Although the growth in white-collar employment had carried with it an elevation in the educational level of the labour force, it was difficult to separate cause and effect. It was difficult to say whether the level of education was rising to meet the demands of a growing number of white-collar jobs, or the employer had raised his job requirements to meet the rise in the average level of education in the labour force. Probably it was something of both.

Referring to the effect of technological change, Prof. Kassalow said that automation might transform white-collar work even more than manual and factory work. It might therefore have been expected that these changes would have led to a significant growth in unionism among routine office employees, but this had not taken place to any important extent in Canada or the U.S.

One possible explanation for this, he said, was that the low-level routine office jobs that were most likely to be affected by automation were commonly held by rather young women who were not strongly attached to their jobs, and many of whom did not remain in these jobs long enough to feel the serious effects of automation.

The general expansion in office employment had also helped to offset the effects of displacement caused by automation.

"Actually, technological or economic change, if not precisely automation, has had more of an impact upon certain important white-collar professions, as engineers, nurses and teachers, than on routine white-collar groups. The sheer increase in numbers of employed engineers, for instance, aside from changes in job content and status, have produced serious union stirrings . . . Unionism has ebbed and flowed among engineers . . . in the past 10 or 15 years; but it has had more 'bite' than among the mass of routine office workers.

"Similarly among teachers and nurses, and even in some instances doctors, there have been surges of militance . . . or strike action. Actually, these waves in Canada and the U.S. have been part of what appears to be an increase of professiona unrest in many other parts of the Western World . . . I believ that in the case of professional workers generally we ca expect this militancy to grow, and with it a strengthening o their tendency to use collective means, including unions, t attain their goals."

Among the reasons given by Prof. Kassalow for this unres among professionals were: a sense of revolt against wha seemed to be a deterioration in their pay and, partly owing t heavy taxation, in their financial position generally during th 20th century; and a rise in the organizational power an political position of manual workers through their labou unions.

Professionals, feeling fairly secure in today's labour marke where the demand for their services was strong, were mor disposed to take to group action than "some other white collar groups whose jobs are more uniquely related to singl firms or companies."

There were "unique opportunities to structure new-styl relations" in collective bargaining in the public service, th speaker suggested. He thought that, because bargaining ther was starting late, it should be possible to profit by the experi ence of the past in the private sector. The absence of "th profit nexus," the fact that public employees often felt that the were "part owners of the very government service that employ them and that they had a right to criticize its management," added to "general scaling up of education in the past 20 years led to a growing desire for participation in broad decision making at the work place." This was already manifest amon such professional employees as teachers and social workers.

Prof. Kassalow suggested that, if public management wer to turn its thoughts to widening, rather than limiting the scop of union-management relationships, "all sorts of new poss bilities may be opened up. If public managers consciously se out to develop consultation and try to share policy-makin with their employees, a new form of industrial relations ma emerge — a form or system based on a broad co-operativ bond as opposed to the usual conflictive one."

So far, however, "public management attitudes seer directed more to narrowing and confining the scope of ba gaining, rather than to broadening it."

"Despite an occasional thrust here and there, white-colla unionization has proceeded much less impressively in th private sector than in public service." Prof. Kassalow though that this lag in private sector white-collar organization wa cause for considerable concern — and not only for the union

Both Canada and the United States had generally accepte the principle that trade unions were a positive force in moder industrial life. "This acceptance of unionism runs not only t the area of wages and working conditions; rather . . . unior have come to play a large role in the whole decision-makin apparatus of modern life. Hardly any top-level commission o any important social or economic problem is formed toda without including one or several union members.

"Under these circumstances, then, it seems to me that th failure of unionism to extend itself to the private white-colla sector more effectively must be a matter of serious concern . . . the speaker said.

"Both in Canada and the United States, the need to d something 'extra' to encourage unionism has been recognize so far as public employees are concerned . . . As a consequenc of this encouragement at the national, state and local level public-employee unionism has surged forward in the U.S. i recent years . . . Viewing past industrial relations history, he and outside North America, I am becoming convinced that unionism among white-collar employees in the private sect is to make similar progress, some new public policies an programs designed to encourage it may be in order."

Panel on "The Professional and Collective Bargaining."

YVAN BRUNET

Neither the fundamental aims of a profession nor those of corporate management can be realized in any effective manner without negotiation between the two parties, Yvan Brunet told the conference. Mr. Brunet, who is the President of the Federation of Engineers, CNTU, was one of the members of a panel that discussed the subject of "The Professional and Collective Bargaining."

His organization, the speaker said, in its collective agreements had negotiated clauses that guaranteed its members their professional rights "as well as respect for those decisions that are proper to the exercise of a profession." This enabled them to make professional decisions without fear of discrimination by their employers.

"Without meaningful negotiations and a collective agreement, the staff personnel work in a climate of paternalism, favouritism, arbitrary decisions, and bureaucracy that is all too familiar. Each supervisor of a division or department seeks to augment the number of his personnel in order to build his own little empire. Bureaucracy triumphs according to the classical pattern laid down by C. Northcote Parkinson in his now famous Parkinson's Law," Mr. Brunet said.

He quoted Dean A. W. R. Carrothers of the Faculty of Law, University of Western Ontario, in support of the view that there was nothing unethical about collective bargaining from the professional point of view.

"Among American and Canadian engineers, the notion of professionalism has become a mystique that is fostered and perpetuated by organizations such as the National Society of Professional Engineers. The concepts of this mystique are completely at variance with the realities of a modern economy. According to the mystique, a professional employee smugly believes himself to be superior to his fellow-workers who are not professionals, despite the fact that his employer accords him a salary and working conditions based largely on the collective agreements of the unionized non-professional workers," Mr. Brunet said.

A number of professions form pressure groups. "The American medical profession, for example, is an extremely powerful lobby. Management and the owners of capital also constitute pressure groups that find their embodiment in such organizations as the Chamber of Commerce and the Canadian Manufacturers' Association. But what of the engineers and the other scientifically-oriented workers? Their organization and their organizations distinguish themselves only by their absence from public life . . ."

The speaker went on to describe the difficulties that beset professionals in their attempts to bargaining collectively. He seemed to consider Quebec law unsatisfactory in some respects. No existing Quebec law required the employer to recognize and bargain with a professional syndicate, and these rights could be obtained "only through strikes or the threat of strikes. . . . An example is the 1965 strike by Hydro-Quebec engineers, which lasted for five weeks.

"The other professional syndicates have all experienced difficulties of this kind in obtaining rights that other unionized employees have long taken for granted. Accordingly, we have asked the provincial Government to bring the legislation covering professional syndicates into line with Article 23(4) of the Universal Declaration of Human Rights, which says that 'every person has the right to form trade unions with other people; and unions have the right to affiliate with one another for the defence of their interests.' We believe that all professional and staff employees should be allowed to avail themselves of the right to freedom of association, in groups which they feel suit their needs. Our laws should also allow them the right to bargain collectively with employers."

The speaker expressed the view that only by using collective bargaining could engineers and scientists be "properly rewarded and recognized, and at the same time have a voice in society."

DR. GERARD HAMEL

"The main determining factor in the recent turning of health professionals to the syndicalist approach has been the substitution of the time-honoured direct individual contract between the patient and the professional by collective negotiations," said Gerard Hamel, M.D., another member of the panel on "The Professional and Collective Bargaining."

"The advent of the concept of social security in the domain of health matters constitutes a manifestation of consumers re-grouping in order to provide efficient functioning. This, of course, imposes a parallel re-grouping by the producers or workers, which can be accomplished only through syndicalism."

Dr. Hamel, who is President of the Federation of General Practitioners of Quebec, described in some detail the position of members of the medical profession in Quebec in their efforts to negotiate collective agreements through the medical syndicates.

DR. THOMAS MCLEOD

The question of what could be considered to be the marks of a professional was discussed by Thomas McLeod, M.D., Vice-Principal of the University of Saskatchewan, Regina Campus, and former deputy provincial treasurer of Saskatchewan.

The term "professional" has come to be used in such a broad sense that its meaning was hard to define, Dr. McLeod said. Professionalism, he suggested, might be a matter of superior skill, or a superior degree of educational qualification. It might be a matter of legal recognition, or of occupational relationship. Again, it might be a question of public regard — that is, a person might be called a professional merely because the community regarded his work as professional.

Professionalism might be partly a matter of "uniqueness," that is of qualifications for which there was no ready substitute. A high degree of substitutability, Dr. McLeod suggested, rendered an occupation somewhat ordinary. The status of professional might be connected with the educational attainment required, and might call for intellectual capacity rather than manual dexterity.

The occupational relationship between a professional and

his employer was likely to be an individual one, and the element of confidence might play a part. Professionalism would seem to carry a high degree of responsibility for the quality of service rendered.

In occupations that were imperfectly professional, the basic conditions that required collective bargaining might be a necessary aspect of the occupation; but, at more professional levels, different considerations prevailed. Collective bargaining, Dr. McLeod said, was designed to redress the balance of power in favour of the underprivileged, but it was difficult to conceive of a professional as being underprivileged. Organization and collective bargaining had been used as a protection against predatory employers, but the speaker thought that the professional himself might well become predatory.

FRED A. TODDS

His company's method of dealing with engineers in its employ was discussed by Fred A.Todds, Assistant Vice-President, Staff Engineering and Manufacturing Services, Northern Electric Co.

The company, which has nearly 1,000 engineers, professionals and technical specialists on its staff, out of a total of 20,000 employees, considered that professionals were part of management, and that collective bargaining was not the best way of dealing with engineers, Mr. Todds said.

Collective bargaining with engineers had been carried on by the company for 10 years after World War II. A first contract with the Northern Electric Employees Association included engineers, scientists and some non-technical scientists, and it worked reasonably well. Faults developed, however, and some engineers did not like it. In 1957 or 1958, the provincial Labour Code forbade collective bargaining by professionals, and the Council of Northern Electric Engineers and Associates was formed to permit "continuing communication." All subjects could be discussed except salaries.

Information about grades and salaries was now given to engineers to show them their position on the staff. An engineering syndicate was later formed in the company, and methods of bargaining were discussed. The formation of this group followed the formation of works councils.

After the experience of a lengthy period of collective bargaining for professionals followed by a period without collective bargaining, Mr. Todds, said, the company considered that the present situation was satisfactory, and he said that salaries were as good as they would have been under collective bargaining.

Panel on "Labour-Management Relations in the Public Service Sector."

FRANCIS K. EADY

The idea that public employees must not be allowed to bargain collectively because it violated the principle of the sovereignty of government was completely antiquated and must give way to a system in which decisions concerning conditions of work for public servants are reached by mutual agreement, according to Francis K. Eady. Mr. Eady, who is Executive Assistant to the National President of the Canadian Union of Public Employees, was one of the members of a panel that discussed "Labour-Management Relations in the Public Service Sector."

He argued that public employees could not be expected to subsidize the public service by accepting inferior wages and working conditions.

In the matter of management rights, Mr. Eady disagreed with the idea that pension plans, for example, could not be discussed without violating the authority of legislation. This issue of management rights was a very vexed one, and he said that he could see a fight coming about job evaluation in the CBC. If the doctrine of management rights was to be carried to its extreme conclusion, it meant that you must take a job evaluation plan as laid down by management.

Although his union was concerned about wages, it was even more concerned about such factors as conditions of work, promotions and placements. There had to be a new look at this question, Mr. Eady insisted.

Coming to the question of arbitration and the right to strike, the speaker said that is was becoming more and more popular to say that public employees should not have the right to strike because of the importance of their jobs. But many jobs in the public sector were no more essential than many in the private sector. Furthermore, the public sector was constantly growing. Thus, if public employees were going to be denied the right to strike, then it would result in the gradual taking away of that right from ever-growing groups of the population.

The alternative to the right to strike was compulsory arbitration, and this would eventually lead to "a totalitarian system of wage and salary setting." If the right to strike is to be taken away, "you may as well tie both hands behind our backs in collective bargaining," the speaker said.

Taking hospital employees as an example, he said that there were those who said these employees should not have the right to strike because their work involved sick people, and in many provinces they actually had not got the right to strike. The result was that, although they operated one of the essential public services of the community, salaries and working conditions not only in the hospitals, but in the whole of the health services except the medical profession, were "a disgrace." If the pay of hospital workers were doubled, they would be only beginning to get what they ought to be getting, Mr. Eady said.

His union did not think it a good thing to have a series of strikes in the public service, and the strike should come as a last resort. "In our opinion, it may be a better idea to establish between labour and management permanent machinery for co-operation that allows frequent talks with qualified representatives of employees and a prompt discussion of the reasons for disputes before such disputes affect the operation of the many branches of the public service." Machinery for settling public interest disputes should not be too slow. The parties should try to manage without the intervention of a third party, whether he was a conciliator, a mediator, or an arbitrator.

Two obstacles to organization in the public service were: first, the paternalistic attitude of the director who said that the employees did not need a union, because "my door is always open;" and second, the creation of independent associations that did not do an effective job for the employees, but that were good window dressing to keep out genuine trade unions.

Another and more dangerous method of blocking organization was to create a legislative monopoly for a particular association. This had been done in several of the provincial

civil services. Having given the sole right to represent its employees to such an association, the governments concerned then made absolutely sure that no genuine chance to bargain collectively was given to this association, and that the employees were given no choice of an organization to belong to.

The right of employees to belong to a union of their choice should be admitted, the speaker urged. He asserted that this right did not now exist. Intimidation was still practised largely, but it was hard to prove. This led to bad labour relations.

Mr. Eady suggested that federal and provincial labour boards should be able to apply the same criteria regarding the appropriateness of bargaining units in the public sector as they did in the private sector. They should then apply the same rules regarding the employees' choice of a bargaining agent.

Another irritant that should be abolished from all Labour Relations Acts was the "ridiculous provision" that persons who did not vote at all were counted as voting against the union applying for bargaining rights. Mr. Eady thought it would be fair that "there should be some representative proportion of the employees that vote before a certification can be granted." Otherwise, he could see no reason for counting people who did not vote as being against the union.

He saw no objection to the operation of pay research bureaus by governments, "because it will certainly make the bargaining more scientific." But he did object that "at the moment the pay research bureaus are operated purely by the employer and the criteria used . . . are decided unilaterally by the employer." He contended that these bureaus should be conducted jointly by the employer and the employee organizations, and paid for by both.

The speaker said that his union favoured the provision of a permanent arbitrator, or an arbitration court, for the final settlement of grievances. The present method of appointing *ad hoc* boards had several disadvantages, which included delays in appointments, in arranging meetings, and in writing reports. Lawyers should be kept out, and should be reduced to the role of advisors. The advocate system, which worked admirably in civil courts, was not suitable for labour relations tribunals.

R. G. MARTIN

"The Public Service Staff Relations Act represents a blending of the well established principles governing labour relations legislation in the private sector with a number of special provisions that are designed to meet the special characteristics of a national public service," said Roger G. Martin, Director of Labour Relations, Government of Canada, in a paper on, "Labour-Management Relations in the Public Service Sector."

Mr. Martin devoted a considerable part of his address to a description of the collective bargaining and grievance process within the federal public service provided for by the Public Service Staff Relations Act (L. G., Dec. 1967, p. 737). He pointed out certain differences between this act and other labour relations legislation.

One of these differences was that the Act provided for a choice between binding arbitration and the right to strike, as a last resort, in labour disputes. The choice must be made before notice to bargain is given.

"Another significant difference between the Public Service Staff Relations Act and other labour relations legislation which I should mention, concerns the limitations that it places on the contents of collective agreements," Mr. Martin said. "The Act expressly prohibits from inclusion in a collective agreement, any provision that would require the enactment or amendment of legislation for purposes of implementation. This statutory prohibition removes a number of important terms and conditions of employment from the scope of collective agreements."

Matters thus removed from the scope of bargaining mentioned by the speaker included: pensions, which are governed by the Public Service Superannuation Act; and appointments, promotions, demotions, transfers, layoffs and releases. This statutory limitation also applies to the awards given by the Arbitration Tribunal and the reports and recommendations of conciliation boards.

"The Act is also unique in that it provides employees with the right to present grievances on a broad range of matters affecting their terms and conditions of employment. This statutory right to grieve exists whether or not an employee is included in a bargaining unit for which a bargaining agent has been certified. It is a right that may even be exercised by managers. . . ."

Going on to describe what had so far taken place under this legislation, the speaker said that, during the past few months, the main concern had been the certification of bargaining units embracing a majority of public service employees. Agents had been certified for most groups in the operational category of employees, for more than half of the groups in the Scientific and Professional, the Technical, and the Administrative Support Categories, "and for at least some of the groups in the Administrative and Foreign Service Category."

"Altogether, 40 bargaining units relating to that portion of the service for which Treasury Board is the employer, have thus far been determined . . . .

"Eight employee organizations, or unions if you prefer, have secured bargaining rights thus far under the legislation. The Public Service Alliance of Canada, an organization with more than 100,000 members, has secured bargaining rights for 25 or more of the bargaining units . . . . Its closest rival in terms of numbers of certifications is the Professional Institute of the Public Service of Canada, an organization whose name identifies its particular area of interest . . . ."

The Act had provided that "the various categories were to be phased into collective bargaining on a staggered basis." The dates on or after which bargaining agents might enter into agreements ranged from March 31, 1967 to January 1, and April 1, 1968.

"The first demands relating to stationary engineers and other heating plant personnel were served on us in September of last year. Additional demands in respect of other bargaining units in the operational category were not long delayed. We have been heavily engaged in negotiations since that time . . . . The total bargaining demands that will be made on us over the next several months will be very great indeed.

"We will no sooner have completed negotiations with respect to bargaining agents in the operational category than we will be required to commence the second round of negotiations with these same agents, since the legislation provides that agreements relating to this category are to terminate on September 30 of this year. This will occur at a time when we will be deeply involved in negotiations with bargaining units in the other categories."

MICHEL VAILLANCOURT

Michel Vaillancourt, Technical Adviser, Confederation of National Trade Unions, complained that although the state should be a better employer than others, it was in fact a worse one. He said . . . that the management representatives a union had to deal with in the public service often had no real authority. Those in charge of negotiations on the government side could only serve as mail-boxes.

According to the law, the Civil Service Commission was independent, but there were grounds for doubting this, Mr. Vaillancourt said. He also complained that such matters as selection, promotion, and discipline were not subject to collective bargaining. Employees were often suspended and their suspension was extended, and the Commission investigated a case after discharge had taken place.

Panel on "Collective Bargaining in the Hospitals."

ANDRÉ CHAGNON

Improving the productivity of hospital personnel as a means of meeting increased labour costs was proposed by André Chagnon, Director, Labour Relations, Association of Hospitals of the Province of Quebec, in a paper on "Productivity and its Implications for Hospital Personnel."

With the greater financial resources that came with hospital insurance in January 1961, the pay and working conditions of hospital employees had improved greatly, the speaker said. Weekly working hours for nursing and medical services employees had dropped from 44 in 1960 to 36¼ in 1967. For office employees, they had dropped from 38 to 35 a week. Minimum salaries had risen from $35 a week for men and $30 a week for women in 1960 to $69 and $59 respectively in 1967.

"Such examples are conclusive evidence of the considerable improvements in the working conditions of salaried employees. Undoubtedly, trade unionism was one of the important factors that caused such improvements to happen."

Mr. Chagnon said that, since about 1960, the number of salaried hospital employees in the Confederation of National Trade Unions had increased very rapidly, and trade unionism in general in that field had "experienced a tremendous upsurge." This was partly explained by the great increase in the number of hospital employees during that period.

Considering that the total budget of Quebec hospitals in 1967 was of the order of $450 million, hospitals could not afford to be inefficient, the speaker said. He made it clear, however, that he did not mean to imply that hospital employees were incompetent. On the contrary, during the period in question, there had been a great improvement in the competence and in the variety of qualifications among hospital personnel.

"In the past, unions represented only general hospital employees, since physicians and nurses were not unionized. Now, in addition to nurses' unions, we also have unions grouping psychologists and social workers, so that, in certain hospitals, no fewer than seven different unions have been certified."

The means of improving productivity of hospital employees proposed by Mr. Chagnon included:

1. Labour-management co-operation, without which it would be "fallacious to believe that maximum efficiency of hospital employees could be attained."

2. A research program dealing with hospital manpower, the aim of which would be to establish an inventory of actual manpower, to find out training requirements and the present and future demand for personnel. Such research would be within the framework of the federal Adult Educational Training Act of 1967.

3. Professional training and retraining, which had come to the fore with the appearance of semiskilled and skilled trades that did not exist in hospitals 10 years or so go, and with the gradual elimination of certain non-specialized jobs.

4. Setting up of a joint study committee on the hospital industry to examine the effect of technological change on manpower and ways of mitigating its effects.

5. Recruitment of hospital personnel with a view to increased productivity. Considering that hospitals today car compete with the industrial field they may, and indeed have started to impose stricter hiring standards. A better definec system of promotion, with the accent on "true or 'vertica promotions' " rather than horizontal promotions or transfers was also needed.

Finally, Mr. Chagnon emphasized "the importance and the necessity of motivation of the personnel if the hospital industry is to attain greater efficiency."

P. E. DALPÉ

As things stand at present, hospital employees in Quebec have to deal with two authorities in reaching terms of a collective agreement, said P. E. Dalpé, President, National Federation of Services, CNTU, one of the panel discussing collective bargaining in the hospitals. He complained that the employees find themselves faced with two parties: the hospital and the Government. The first says, I lead the game, the second I pay the bills.

The representatives of the hospitals were legally empowered to conclude a collective agreement with the unions, "while governmental authorities stand by, and in the name of what is called the common good, reserve the right to intervene and perhaps impose a settlement." This resulted in the employee being faced with two parties that had different interests to defend.

"Does this mean that, in order that we may have true negotiations, one of the two parties will have to disappear or that the two will decide to act as the real employer for practical purposes? The answer is not easy, but it seems at this time that the difficulties arise from the lack of a health policy."

Mr. Dalpé said that the Labour Code recognized the right of employees to negotiate all that pertained to their working conditions, "but the Government, through the Hospital Act assumes powers that permit it to put a check on the best intentions of the Labor Code. Under these circumstances, is it possible to think of having real negotiations? During the coming months, we shall probably put this matter to a decisive test."

What would happen if the hospital authorities agreed to conditions that were not accepted by the provincial authorities? the speaker asked. He declared that the unions would then be faced with the alternative of a breakdown of negotiations or of having to "negotiate anew what was already negotiated with another body which intervenes, not as participant at the bargaining table, but as the authority representing the common good."

If no agreement were reached at the second level, the employees would have to decide whether or not to use the right to strike recognized by the Labour Code. But if they decided to strike, they might see the application of legislation such as was used to stop the strike of teachers and that of the transportation workers in Montreal. "This would mean, for practical purposes, the end of the recognition of the right to strike for the employees of this sector," the speaker said. He believed, however, that if there were to be negotiations, the right to strike must be maintained.

MRS. MARGARET K. STEAD

Nurses today want to have a voice in deciding policy regarding the kind of care their patients receive, and in matters affecting their conditions of employment, said Mrs. Margaret K. Stead, Executive Secretary, United Nurses of Montreal, the third member of the panel on collective bargaining in the hospitals.

Until recently, she said, nurses had seldom had any voice in such matters. In the past, nurses grew up and were prepared to assume their responsibilities in a very authoritarian atmosphere. "Changes to present-day accepted concepts have been slow. Some of these traditions are deep-rooted, and it is not easy for many nurses, and in particular the modern nurse, to understand and accept them."

One of the complaints of nurses was that they were spending far too much time on duties other than nursing, Mrs. Stead said. "They are bogged down in many duties that have nothing to do with nursing, such as housekeeping and dietary duties, and paperwork not strictly related to nursing. They are obliged to substitute for non-nursing personnel on weekends, evenings and nights."

Another complaint was low salaries. "After three years of education in a school of nursing, the beginning nurse in Quebec is paid $90 a week." Nurses considered that they had been left behind in the matter of pay and working conditions by workers in industry and other occupations who had less formal training. This was having a detrimental effect on the recruitment of nurses "at a time when health services are expanding and the need for nurses is increasing."

If nurses were getting remuneration more in keeping with their qualifications and preparation, those who administer the hospitals would have to employ other less qualified persons to perform many of the non-nursing functions now performed by nurses. This would enable nurses "to spend more time with their patients, to work more closely with other members of the health team, and to have more opportunity to have a voice in formulating policies regarding the care of their patients and their own working conditions. In the long run, the public would receive better services and better value for its money."

In Canada and the United States today, nurses were seriously discussing how best their social and economic welfare could be improved, and "some of the state and provincial nursing associations have acquired the legal right to represent nurses for purposes of collective bargaining, and are doing so." This had been happening in British Columbia, Alberta and Ontario; and in some other provinces provincial nurses associations were trying to get this right. In Quebec, two unions of nurses had been bargaining collectively for more than 30 years.

Nurses working in Quebec who did not belong to unions had been interested in questions related to economic security for a number of years, Mrs. Stead said. One outcome of this was the formation of the United Nurses of Montreal in 1966, which had gained a membership of more than 2,000 within a week of its starting. At present, this association had been certified by the Quebec Labour Relations Board for regular members in 20 hospitals, three health agencies, one school board, two industries, one city health department and one nursing home.

"Nursing is a profession, and as such should act together collectively. Our ultimate goal would be to see that all nurses in the Province, and indeed in Canada, are organized along similar lines within the professional association, including all categories of nurses, working together to upgrade the nursing profession and provide better health services to the public," the speaker said in conclusion.

ARVID ANDERSON

What was described as a new approach to labour relations in the public service was outlined by Arvid Anderson, Director, Office of Collective Bargaining, City of New York, who was the dinner speaker at the conference.

The Office of Collective Bargaining in New York City had been set up as a tripartite organization, of which two members were union representatives, two were representatives of the employer, and three were neutrals, the speaker explained. The salaries and expenses of the neutrals were paid jointly by the unions and the city. Members served for a term of three years.

The new structure was the result of an agreement between the city and the unions that had been confirmed by state legislation. The city was represented by the office of labour relations, and on the employee side were 90 competing unions. Bargaining was conducted at four levels. The first level dealt with grievances, and the second with wages and economic benefits. At the other levels, matters affecting all employees, including such things as overtime and shift premiums, were negotiated.

The hope was that structural bargaining would enable the city to make agreements that would bring about some stability in the bargaining process. Mr. Anderson insisted, however, that no law, no rules or administrative arrangements could make the collective bargaining process work if the parties were determined not to let it work. He thought, nevertheless, that suitable procedures would help to make bargaining work.

The unions looked increasingly on collective bargaining in the public sector as a means for effecting social change. The Number One demand in the public service was "More." But there was also a demand for more say in such things as teaching methods and matters pertaining to the improvement of the school system, in the case of teachers, and a say in welfare benefits in the case of welfare workers. There was a demand that the employees should be consulted before changes were made.

Mr. Anderson thought that this was a real concern and not a "phoney" issue, and that there was legitimate reason for concern with management rights. In New York, the city had the right to decide certain matters, and these did not come within the scope of collective bargaining, but such things as workloads and manning were within its scope.

The unions that had signed city agreements in New York had promised not to try to change the terms of the agreement during its life. Such matters as the relocation of a police station, however, might be discussed.

In order to make the bargaining process work, there had to be union and management teams that could say "will" or "won't" rather than "can" or "can't," the speaker insisted. It would not do if the negotiating teams could not "sell" a settlement to members or principals.

In the United States, he remarked, for a government to submit a labour dispute to binding arbitration would be looked upon as an abdication of responsibility.

Mr. Anderson referred briefly to the recent garbage collectors' dispute in New York City. The union, he said, was one of those representing the uniformed services, and the dispute had been a matter of "one-upmanship." The question had been not whether the terms were fair and reasonable, but how they compared with those won in other agreements with the city. The union concerned had waited to see what the other unions would get, and it had failed to take into account a restive membership. City officials had insisted openly that the garbage collectors would get no more than policemen and others, and this had been taken by the employees as a challenge.

The dispute had now been settled, but next summer would tell the story about whether a city-wide agreement would work.

Swedish Labour Laws and Practices

Mr. Justice Nathan T. Nemetz, of the British Columbia Supreme Court, submitted to the B.C. Government last January a report on Swedish labour laws and practices, and their possible applicability to Canadian conditions.

The Swedish system of labour law and practices cannot be applied in its entirety to Canadian conditions, but this does not mean that we cannot profit by Sweden's experience. This is the opinion given by Mr. Justice Nathan T. Nemetz in a report to the Government of British Columbia on Swedish labour laws and practices, which was published in January.

The first part of the report describes how employers and employees are organized in Sweden, and explains the machinery that has been built up for preventing industrial disputes as far as possible, and for settling them when they do occur. This machinery has been established partly by the employers and employees themselves, and partly by government legislation. The first part of the Nemetz report provides an account of Swedish labour legislation.

In the latter part of the report, the author gives his views on how, and to what extent, the Swedish system could be made the basis of an improvement in British Columbia's methods of dealing with industrial disputes.

"Can it be said that the machinery for resolving industrial disputes is the principal reason for the subsisting industrial peace in Sweden? I must regretfully answer this in the negative," Mr. Nemetz says. "In my opinion," he continues, "particular conditions exist in Sweden which, when taken together, form a unique milieu conducive to industrial peace. The law and practices in settling labour disputes are emanations of that social climate."

Uninterrupted Peace

"Sweden has enjoyed uninterrupted peace for over 150 years. During that period it has maintained a homogeneity of population whose desire for peace and respect for law are hallmarks in national and international studies. Isolated from the centres of European population, Sweden has bred in its people a co-operative attitude which has resulted in organizational ability which is exemplified in their employer and labour structures. Its labour law and practices is a direct outgrowth of conditions which have no parallel in North America in general, and British Columbia in particular. Obviously such a system cannot readily be transposed to a foreign soil . . . ."

Mr. Nemetz mentioned some of the things that had especially impressed him in the Swedish system. Briefly, these were:

1. The excellent central bargaining procedure, which has contributed so much to the economic welfare of Sweden and the network of joint labour-management committees that have been created to link the parties at every level of industry. "This



Swedish Tourist Traffic Association photo

Kiruna, a Swedish iron mining city of 25,000 people, is located 100 miles north of the Arctic Circle.

network has also contributed greatly to the establishment of the mutual respect that exists between the leaders of these contending sides," says Mr. Nemetz. "It is through these joint committees that continual discussions are made possible."

2. The existence of a number of highly qualified economic research centres, including the "independent and highly respected" National Institute of Economic Research. "The influence of the reports prepared by this Institute cannot be overemphasized. Its work is available to labour, management and government, and is generally received as an important factor in determining the attitudes of the parties before the central bargaining begins . . . ."

3. "The existence of a group of professional mediators whose status is such as to command the respect of Swedish labour and management and the admiration of foreign specialists in labour law.

4. "The successful functioning of the Swedish Labour Court, which for over 30 years has contributed substantially to the maintenance of industrial peace. This tribunal has disposed of disputes arising out of the interpretation of contracts with dispatch, and has earned a reputation for fairness and effectiveness in creating a body of written law available to all in a published series of law reports.

"Keeping in mind . . . the fundamental differences in social attitudes and experience, what can be learned from Swedish law and practices?" Mr. Nemetz asked.

B.C.'s Dual System

Before this question could be answered, he said, it had to be remembered that, in British Columbia, there was a dual system of dealing with labour disputes, depending on whether thay arose in the public or the private sector of the economy. In the public sector, including mainly education, essential services, and public safety, there was a system under which the reports of *ad hoc* conciliation boards were binding on the parties. "By and large, in my opinion, this system has performed satisfactorily and is a viable means of dealing with problems which directly affect the public interest," Mr. Nemetz said. "In this we have an advantage over the Swedish organization, which has not been able to deal readily with disputes of this kind."

He suggested that this machinery should continue to be used, and that its extension to parts of the economy that directly affect the health and safety of citizens should be considered. The binding decisions of these conciliation boards had a significant influence on settlements throughout the economy, in both the private and the public divisions. It was important that only highly qualified persons should act as chairmen of these boards, and there was a shortage of such persons who could be called upon to act on short notice.

Mr. Nemetz thought that it might be advisable to establish a permanent panel of prospective chairmen who could be appointed, when needed, by the chairman of the industrial inquiry commission that he discussed later.

Machinery for Disputes

It was in the private sector, however, that the most difficult disputes occurred, he said; and he proposed five measures for improving the machinery for dealing with disputes of this kind. These were:

1. The existing joint committee of management and labour leaders should carry on year-round discussions regarding matters of mutual concern, such as automation, job evaluation, and full economic use of plant and equipment — it being better for these subjects to be discussed at leisure rather than at the time when a collective agreement was being negotiated. This committee should sponsor the creation of joint councils at regional and plant levels.

2. An independent research institute should be set up to carry on research, and to provide reports at frequent intervals concerning the economic state of affairs in the province. It should also provide the statistical data that are urgently needed by the principal parties and by other persons dealing with industrial disputes. This would reduce the amount of argument over facts, and allow decisions to be based on the precise information. The lack of such statistics was a serious handicap, Mr. Nemetz thought. "In my experience, as much time is wasted at the bargaining table in fruitless argument concerning ascertainable facts as is spent in considering the substantive issues at stake," he said.

3. Although there were constitutional difficulties about the setting up of a tribunal such as the Swedish Labour Court, Mr. Nemetz recommended that a study should be made into the feasibility of providing for some of the functions of such a body. Meanwhile, parties to an interpretation dispute could either appoint their own chairman at their own expense or have a chairman appointed out of a panel of qualified persons at the government's expense. "Under the latter system, the reports would become available to the public, and a body of labour law might start to accumulate. It is to be hoped that in this way a first step could be taken toward the creation of a single tribunal, similar to the Swedish Labour Court, which could determine all interpretation disputes without work stoppage."

4. "The present conciliation service should be strengthened by recruiting a special group of mediators both from within and without this branch of government. The men recruited should be of high talent and be paid salaries commensurate with those paid in industry. The creation of such a special branch would make it possible to eliminate the use of the *ad hoc* conciliation boards presently provided for in the private sector. These mediators would be allocated to handling only major disputes in either the public or the private sector . . ."

5. A permanent industrial inquiry commission should be appointed, consisting of a chairman and three members who could sit either singly or in groups of three. "The commission should appoint, receive reports, and generally supervise the mediation service. It also should have authority to employ competent staff, including counsel. The members should be paid salaries consonant with the importance of their high office. The chairman and commission members should be appointed for a reasonable period of time. This commission should be separate and apart from the present Labour Relations Board, which would continue to function generally within its present authority. The commission would be required to hear disputes referred to it by the Minister of Labour. It goes without saying that the success of such a commission would depend on the calibre of its members . . ."

In making these suggestions, Mr. Nemetz said that he had "tried to conserve the best in our labour practices, and borrowed from the Swedish experience only those elements which I consider to be viable and useful in our present milieu. The goal of attaining industrial peace cannot be achieved overnight . . . It is to be hoped that eventually the day will come when it is possible for labour and management to institute central bargaining in British Columbia which will take into account not only the welfare of the parties, but that of the economy as a whole."

What follows is the text of the first and larger part of the Nemetz report, which describes Swedish labour laws and practices. A small portion at the beginning, and part of one paragraph in the body of the report have been omitted in order to save space.

I should perhaps remind you of some of the political, economic, and sociological background of Sweden. Its population is 7¾ millions, or about four times that of British Columbia. Sweden has a high standard of living, surpassed only by the United States and Canada. Like Canada, it is a constitutional monarchy, but, unlike Canada, it has a unitary rather than a federal form of government. Like



Swedish International Press Bureau photo

Sweden's greatest seaport is Goteborg, located on the country's southwest coast.

British Columbia, its forests are its most valuable natural resource, covering one half of its land area, containing an estimated 75 billion cubic feet of timber with an annual increment of 2.4 billion cubic feet. Iron ore, of course, is Sweden's other great natural resource. Unlike British Columbia, Sweden has a large and competitive manufacturing industry.

It is to be noted that over 1 million people live in Sweden's northern areas, thus providing an indigenous labour force for its lumber industry. This appears to be a significant factor in accounting for the lack of overtime pay made to the workers in its north country. Indeed, overtime pay is not a significant factor in the overall economy of Sweden.

For example, in the chemical industry for 1966 (and Sweden's workweek of 45 hours will not be reduced to 42.5 hours until 1969) there was only 4.2 per cent of overtime, compared to 7.8 per cent in the United States, 13.5 per cent in France, 6 to 7 per cent in Japan, and 10.9 to 15.3 per cent in the United Kingdom. Furthermore, permission to work overtime in given industries must be obtained, and this permitted time has a 200-hour-per-year limit.

Although the economy, in general, is predominantly (90 per cent) owned by private enterprise, about three quarters of the iron ore mined comes from government enterprises and one quarter of the forest land belongs to the Government.

Extensive Social Welfare

The Government supports an extensive social welfare system. The Swedish Government has been able to maintain a high standard of living by its skilful use of fiscal, monetary, trade, and labour market policies. For example, the Government allows business to set aside tax-free reserves out of profits. Some of these moneys have been used recently to encourage improved economic activity to counter the recession which has now existed since the spring of 1966. It is also important to note that an active manpower retraining program is being utilized to counteract the effect of the recession. People are retrained and granted generous travel and resettlement allowances when they are moved to new areas of employment.

At the outset I should mention one significant difference between the general wage pattern in British Columbia and Sweden. That difference lies in the extensive use of piecework rates in Sweden where over two thirds of man-hours worked are paid on an output basis. These piecework rates are usually added to a basic hourly wage. Elaborate schedules are worked out to arrive at the wage payable, and in the case of the building workers (where the entire industry is on piece rates), I was informed that special and costly accountants are hired by both the union and the employers on each project to make the necessary computations. The closed shop is rare, but this is hardly remarkable considering the universality of union membership in Sweden.

The Swedish labour force is one of the most highly organized in the western world. Generally speaking, vertical or industrial unions command the field (the craft union being an insignificant part of organized labour). The largest is the Confederation of Trade Unions (or L.O. for the words "Sveriges Lands-organisationen"). The L.O. is composed of 41

unions and represents over 1½ million members. In addition, the Central Organization of Salaried Employees (T.C.O.) is also a federation of 33 industrial unions representing some half million members, and the Confederation of Professional Associations (S.A.C.O.) represents some 85,000 college graduates in 29 unions.

Within the L.O. there were in 1964 some 70,000 members in its affiliate Swedish Wood Industry Workers' Union and some 50,000 members in its Pulp and Paper Workers' Union. Although the L.O.'s member unions are theoretically free to approve contracts and call strikes, if a union without L.O. approval initiates strike action involving more than 3 per cent of its membership, that union will lose the financial assistance of the federation.

Strong Management Body

To balance this large and strong federation of labour, there exists the Employers' Confederation (S.A.F., for the words "Svenska Arbetsgivarforeningen"). This is a very strong organization, representing about 25,000 business firms, including the bulk of the employers in mining, manufacturing, transportation, and the forest industries. The firms represented employ about 1¼ million persons. This confederation has substantial power over its members. Every labour contract made by an affiliate must receive S.A.F. approval. Part of the dues received support operating costs, and the larger part goes into its insurance fund, available for compensation to member-firms in case of a strike or lockout. The fund is a large one, since it has rarely been necessary to use it.

A general balance of power, therefore, exists in Sweden — on one side the highly organized and disciplined employers' federation, and on the other side a similarly organized and disciplined trade union structure. This was not always the case in Sweden.

After years of labour strife, after three public inquiries (Professor Bergendahl, 1929-33, The Commission of 13 — 1934, and the Nothin Commission, 1935) and the threat of legislation, the leaders of industry and labour met at Saltsjobaden in December of 1938. They had already, as a consequence of the Nothin Commission, established in 1936 a Labour Market Committee to consider some of their year-round problems. As a result of the Saltsjobaden meeting, the Basic Agreement of 1938 was entered into between S.A.F. and L.O., which in general provided for: 1. the establishment of a permanent organ for negotiations between the two parent organizations (the Labour Market Council); 2. a uniform system of negotiation to settle labour disputes; 3. the establishment of a general practice to be followed with respect to dismissals and layoffs; 4. the prohibition of certain forms of direct action; and 5. the adoption of a system for dealing with labour conflicts that threaten essential public services (which I will deal with later).

Under the aegis of the Labour Market Council, there have been created over the years joint councils to study safety, vocational training, and job evaluation. In addition, works councils, composed of labour and employer representatives, have been established at plant level to function as centres where information can be given the plant work force with regard to changes in operations and market trends.

I had the opportunity, while acting as your Commissioner in June of 1966, to draw to your attention a fundamental weakness in the labour-management bargaining processes in the lumber industry in British Columbia. I said then:

> That weakness lies in the bringing to the bargaining table a host of varied subjects which cannot possibly be reasonably or adequately reviewed or determined within the immediate period of the conclusion of a conflict. In my judgment, problems involving such fundamental and pressing issues as the full economic use of plant and equipment, implementation of job evaluation throughout the industry, and amelioration of the effects of technological change and sub-contracting can only be properly analysed in an atmosphere free of strike deadlines.

Sweden, for 32 years, has been dealing with these very problems through the Labour Market Committee, the original members of which drew up the Basic Agreement.

Mediation Service

I should like to say a word about the Mediation Service of Sweden, a remarkably perfected organization of skilled mediators. The country is divided into eight regional districts, each region headed by a mediator whose responsibility it is to anticipate and deal with labour disputes. Although it is entirely for the parties to say when a mediator's services are required, nevertheless it is a rare dispute that does not receive the benefit of his advice.

In addition to the district mediators, there exists a group of special mediators appointed by the Government to deal with difficult or nation-wide disputes. This augmented but small corps of trained men has the confidence of both labour and management, so much so that a mediator is often called in by the parties to act as an impartial chairman during negotiations.

The advent of bargaining at the top level of management and labour has not decreased the usefulness of this mediation service. To the contrary, the mediators have been busily engaged both at local and national level bargaining after the completion of the central bargaining, which I will describe later. The result has been that Sweden, over a period of almost 50 years, has trained a corps of highly qualified mediators well able to assist the parties in arriving at viable collective agreements. With the aid of this strong mediation service, only three strikes of significance have taken place in Sweden in some 22 years — the metalworkers strike of 1945, the food workers strike of 1953, and the teachers strike of 1966. In fact, of all the western industrial countries, Sweden has lost the least number of workdays as a result of work stoppages.

Interests and Rights

In Sweden an important distinction is made between 1. "conflicts of interests" and 2. "conflicts of rights." Conflicts of interests arise in contract formation from economic issues such as wage disputes. The only significant legislation that relates to regulating economic disputes is the Mediation Act of 1920, which charges the mediators with the responsibility of assisting in the settlement of such disputes. Until 1928, only voluntary arbitration procedures existed to deal with conflicts of rights — i.e., disputes arising mainly out of interpretation of the labour contract. In that year, however, two Statutes were enacted which were to fix the course taken by labour law in Sweden.

The first was the Collective Contracts Act and the second the Labour Court Act. The essential principle underlying these two enactments is that a dispute concerning the interpretation of a collective agreement may not be settled by strike or lockout. If the parties cannot settle their interpretation differences peaceably, then these differences must be resolved by the Labour Court, which I will discuss below.

The Collective Agreements Act provides, inter alia:

> Employers or employees who are bound by a collective agreement may not, during the period of validity of the agreement, take part in a stoppage of work . . . or other offensive action of a similar nature: (1) on account of a dispute respecting the validity, existence or correct interpretation of the agreement . . . (2) in order to bring about an alteration in the agreement, (3) in order to enforce a provision which is to come into operation on the expiration of the agreement, or (4) in order to assist others in cases which these others may not themselves commit offensive actions.

Although this clause is in some respects similar to the provisions of Section 22 of our Labour Relations Act, it is to be noted that the Swedish Labour Court, and not *ad hoc* arbitration boards as in British

Columbia, deals with disputes arising out of the interpretation of the contract.

The right to strike and lockout, where contract formation is involved, is universal in Sweden. This right extends to the police, fire, utility, and hospital workers, and in 1966 was granted to Civil Servants. It will be remembered, however, that, under chapter 5 of the Basic Agreement, the Labour Market Council of the S.A.F. and L.O. undertakes to jointly consider any conflict where the public interest is involved.

In my discussions with some of the representatives of labour, management, and Government, I was unable to obtain a unanimous opinion as to whether the Labour Market Council, when considering a public-interest dispute, acted as a board of arbitration or merely a fact-finding body.

One of the difficulties in arriving at a conclusion is that this Council, since 1938, has only had to act in this respect on two or three occasions. However, since both labour and management have a common desire to avoid government intervention, one can assume that the Labour Market Council would put great pressure on the parties involved to settle in accordance with the Council's recommendations.

The Nothin Commission of 1935 grappled with the problem of protecting the public from strikes and lockouts where health and safety were concerned. Its recommendations, which might have led to the adoption of arbitration procedures were rejected by labour and management in favour of the procedure I have described.

Today, the public-interest issue is again alive. The teachers strike of 1966 pointed up some of the difficulties inherent in the Swedish system.

Private Sector

I now turn to the settlement of disputes in the private sector, where economic (wage) issues are concerned. For the past 10 years, it has been the practice in Sweden for labour and industry to negotiate a central agreement known as a "frame" or "framework agreement," with a view to establishing a recommended pattern for wages to be paid over a given period of time. The latest frame agreement was signed on April 2, 1966, after a protracted and difficult set of negotiations, and covers the three-year period 1966-69.

The procedure followed was typical. Toward the latter part of 1965, the National Institute for Economic Research published a study of the economic situation, assessing Sweden's economic prospects for the period ahead. Negotiations started in 1965 between the L.O. and the S.A.F., each party appointing a negotiating committee which included the trade-union chairmen of the large trade unions and on the S.A.F. sides, their secretariat and their negotiating experts.

The body, meeting jointly, considered the report of the Economics Department of the Ministry of Finance and the National Institute of Economic Research and the reports of their respective research departments. Since the L.O. had asked for a 20-per-cent increase, the negotiations continued for a long period (about three months) and required the aid of a three-man commission to bring about the agreement to which I will refer later.

It is important to note that, aside from their own economic data, there is available to both labour and management the excellent data prepared by the National Institute of Economic Research. As I have indicated to you on other occasions, in my experience the availability of such information eliminates much of the time wasting and unnecessary debate between the parties, which occur in British Columbia during negotiations.

In Sweden, because of the calibre of the economic reports, the parties are able quickly to address themselves to the substantive issues in dispute. It is my impression that questions of automation and plant rationalization are more readily discussed because the parties know that they will obtain objective statistics upon which they can rely.

Economic Cost

I now turn to the economic cost to the employers of the recent 1966-69 frame agreement. In my discussions with union, employer, and government economists, there was a divergence of opinion as to its ultimate cost. I have already noted that these central agreements provide for the raising of the average level of hourly wages as well as piece rates.

To these increases must be added a cost resulting from what is called the "wage drift." This wage drift is an increase in earnings above the level set in the central agreement, and results from higher wages and piece rates paid by employers at industry level to attract new employees, and from higher piecework rates earned because of an increase in productivity. For example, it is estimated that the 1964-65 industry-wide agreements resulted in a 3-per-cent increase per year for the wage drift factor, over and above the amounts recommended in the frame agreements.

Considering, therefore, the estimates given me by the interested parties (including fringe benefits, wage drift, and the cost of the reduction of the workweek from 45 to 42½ hours), I tentatively report that, in my opinion, the increases agreed upon resulted in a cost in 1966 of about 8 to 8.5 per cent over the prevailing 1965 rates, and in 1967 will likely result in a further cost of about 8.5 per cent, and in 1968 of about 7.5 to 8 per cent. I realize that these estimates are put somewhat lower by the trade unions and somewhat higher by the Confederation of Employers.

There is no doubt that the wage drift limits the complete effectiveness of the central instrument for determining and implementing wage policy. In 1965, for the first time since negotiations were conducted centrally the transport workers union boycotted the frame bargaining. The employers, too, may become disenchanted if the wage drift continues to vary sharply from the frame guidelines. However, the very existence of this remarkably disciplined central bargaining has, in my view, been of invaluable assistance to the economy of Sweden.

The Labour Court

I have already mentioned the Swedish Mediation Service and research facilities. I wish now to turn to its Labour Court. The Swedish Labour Court was established on January 1, 1929 and, as I have indicated, is given exclusive jurisdiction by statute to adjudicate disputes concerning the interpretation of all collective agreements.

Later legislation has given this Court authority to adjudicate in other cases; for example, those cases arising from the violation of the statutory right of association. Although this is a court of first instance, its decisions are final, save only that the Supreme Court of Sweden may rule on this trial court's jurisdiction, and may grant a new trial where there has been a gross miscarriage of justice or new evidence of a decisive character has come to light since the trial.

The Labour Court consists of seven members appointed by the King-in-Council. The chairman is a full-time member, and he, the vice-chairman, and another member represent the state. The other four sitting members of the Court are laymen, two of them representing the employers and two of them the unions, and are appointed for two-year periods. The rules of the Court are simple, and there is usually one hearing a week. The union which is a party to the collective agreement has the right to represent all of its members, and individual members cannot easily appear before the Court.

The vast majority of the cases which have been brought before the Court have been initiated by the unions, in most instances alleging that the employer has breached the collective agreement. It is a court of law and not a tribunal of conciliation and compromise. In this respect it differs in character from the English Industrial Court.

I was informed by both labour and management that Sweden has been

especially fortunate in having distinguished jurists head this Court, whose judgments have been clearly written and easily understood by laymen. As a result, the Labour Court has created a body of labour law which has given definitive meaning to obscure and ambiguous clauses in collective agreements. It has dealt with the interpretation of clauses referring to managerial prerogatives, the effect of collective agreements on third parties, and a number of the Court's decisions have been enacted into statute law.

The fundamental jurisdiction of this Court is contained in Section II of the Swedish Labour Court Act, which defines "a case relating to a collective agreement" as covering disputes concerning: 1. the validity, contents, or interpretation of a collective agreement; 2. the question whether a particular action is contrary to the collective agreement or the provisions of the Act respecting collective agreements; and 3. the consequences of an action which is deemed to be contrary to the collective agreement or [the provisions] of the aforesaid Act.

This Court is also granted sole jurisdiction to hear actions claiming damages for breach of the collective agreement. Such actions, of course, in England and British Columbia, are heard by the ordinary courts.

Although penal sanctions may not follow as a consequence of an award for civil damages, nevertheless the Collective Contracts Act, as I have noted above, prohibits the parties from using certain specified economic sanctions during the term of the agreement, and places an affirmative obligation upon the unions to endeavour to prevent their members from resorting to illegal direct action. In the result, unlawful stoppages of work or wildcat strikes are rare in Sweden.

I spoke to both an employer member of the Court and a union member of the Court. It is remarkable that they both agreed that the Labour Court had done invaluable service for the country in: 1. maintaining peace during the term of the labour contracts; 2. in educating future negotiators; and 3. in bringing high talent to the Presidency of the Court.

Since 1942, 90 per cent of the decisions have been unanimous, and the workload has been substantially reduced. From January 1, 1929, to December 31, 1953, there were over 2,800 cases before this Court. In 1965, there were only 36 cases requiring judgment, and in 1966, 28. While many labour men opposed the Court when it was created, it is now accepted for the purposes which I have described.

Pension Plan Coverage, 1965

A recent study conducted by the Dominion Bureau of Statistics, titled *Survey of Pension Plan Coverage 1965*, was designed to determine the number, membership and key characteristics of pension plans in force on December 31, 1965.

The study establishes a comprehensive body, of information regarding pension plans in Canada before the introduction of the Canada and Quebec Pension Plans, which came into effect on January 1, 1966.

The growth rate in pension plans and coverage during the 1960-65 period was particularly significant, because it occurred when pension legislation at both the federal and provincial levels was under consideration.

The DBS survey queried an estimated 14,200 plans in effect in 1965, and elicited 13,660 replies to the questionnaire upon which the survey was based. The number of private pension plans in Canada increased by nearly 50 per cent from 1960 to 1965. Table A shows that the greatest increase occurred in plans having fewer than 15 members. A comparatively large proportion of the new plans were the so-called "top hat" plans, usually restricted to senior executives or other key personnel.

This general trend was reflected in the lesser growth of plan membership, which increased by only about 26 per cent from 1,815,000 employees in 1960 to 2,295,000 in 1965. Slightly more than 57 per cent of the paid workers in the labour force (including Armed Services) were employed in 1965 by organizations with pension plans, compared with 53 per cent in 1960. The proportion of paid workers who elected not to join or were permanently ineligible to join an existing plan showed little change, remaining at more than 9 per cent.

The extent to which the impending federal and provincial legislation affected the introduction of new plans is impossible to measure. The interest in pensions generally was stimulated by public hearings that dealt with the Ontario Committee on Portable Pensions, the Ontario Pension Benefits Act 1963, and the Canada and Quebec Pension Plans, which became law in 1965.

Table B shows the number of pension plans terminated during 1960 to 1965, and shows the estimated number of members affected. The study reveals that by the end of 1965, relatively few plans were discontinued because of the introduction of the Canada and Quebec Pension Plans. The number of pension plans that were terminated during the period amounted to only 10 per cent of those still in effect in 1965. Of these, only one third were cancelled in anticipation of the introduction of the Canada or Quebec Pension Plans.

TABLE A—Number and Percentage of Pension Plans by Size Group, 1960 and 1965

Size Group of Pension Plans	*1960*		*1965*	
	Number	*%*	*Number*	*%*
Less than 15 persons	5,037	56.5	8,691	63.6
15-99	2,613	29.3	3,351	24.5
100-499	892	10.0	1,127	8.2
500-1,999	249	2.8	345	2.6
2,000 and over	129	1.4	146	1.1
TOTALS	8,920	100.0	13,660	100.0

TABLE B—Pension Plans Terminated and Estimated Members Affected, by Reason for Termination, 1960 to 1965

Reason for Termination	*Plans*	*Members*
Introduction of Canada or Quebec Pension Plans	433	4,257
Plan too costly	74	341
Pension paid up, no more members	161	265
Company ceased operations, bankruptcy, company sold	431	1,293
Changed to profit-sharing or savings plan	59	106
Reason not given	236	525
TOTAL TERMINATIONS	1,394	6,787

The St. Lawrence Ports Dispute

Conciliation and Arbitration Branch

A Conciliation Board has averted what might have been a critical waterfront strike in the St. Lawrence ports. It has the power, given voluntarily by the parties, to render the preliminary decisions that bind the employers and the union concerning monetary issues, to the interpretation and application of the conclusions of the Picard Report (L. G., Jan., p. 2).

The Chairman of the Board is Judge Alan B. Gold, Associate Chief Judge of the Quebec Provincial Court. He was appointed in March by the Minister of Labour when the two representatives of the parties could not agree upon a choice for chairman. These two board members are William Baker, of Lachine, representing the Shipping Federation of Canada, and Louis Laberge, of Montreal, nominated by the six union locals of the International Longshoremen's Association.

An interim agreement between the parties compels them to refrain from strike or lockout action during the mandate of the Conciliation Board. It will continue until March 1969, when a final report will be made to the Minister of Labour. The interim agreement allows the Conciliation Board to act as the arbitration tribunal for any disputes concerning the interpretation or application of the collective agreements. This provision will expire when the Board renders its final report on March 31, 1969.

The dispute stemmed almost exclusively from the Picard Report. Dr. Laurent Picard conducted an industrial inquiry commission to investigate the June 1966 settlement of a bitter five-week strike in the St. Lawrence ports. The settlement provided for increased wages in compensation for improvements in productivity. The commission investigated possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters. The St. Lawrence Ports Working Conditions Act provided that the conclusion of the commission, as set forth in the Report, would be incorporated in the collective agreements.

The Picard Report called for some reduction in the size of gangs, provided for a job security guarantee for longshoremen, recommended changes in hours of work and working conditions, and established a safety code. Its broad objectives were the achievement of optimum operating conditions, stabilization of work, and general improvement of working conditions in the longshoring industry.

Dr. Picard emphasized that, if the parties wished to enjoy the benefits accruing from these changes, they would have to abandon certain practices that were considered restrictive and obsolete. The Shipping Federation and the ILA reacted favourably to the report—but they eventually disagreed sharply over interpretation and implementation of the conclusions in collective agreements. In fact, the implementation of the conclusions became the basis of union court action. This then, was the confused and dismal situation that existed on December 31, 1967, when the collective agreements expired.

In January, after a breakdown of negotiations, the Shipping Federation applied for the services of a conciliation officer, and the Minister appointed C. E. Poirier of Montreal. The conciliation proceedings, which dealt with the contract of each of the six union locals separately, failed to bring about any agreement. Mr. Poirier, in February, called for a Board of Conciliation to be set up.

Meanwhile, shippers operating out of the St. Lawrence ports expressed concern over possible disruption of port services due to a work stoppage. They therefore arranged for future cargoes to be redirected to other ports. A great many representations were made by interested parties to the Government, pressing for action to avert a strike. In general, a pessimistic view of the situation prevailed among all those agencies and parties that were directly concerned. There were, as well, numerous newspaper reports predicting the likelihood of a long strike, with adverse effects on the economy of the country.

The conciliation board under the chairmanship of Judge Gold prevented the further degeneration of this complex dispute. As mentioned above, the Board will assist the parties in reaching full agreement during the current shipping season and it will make a final determination of the conclusions of the Picard Report. Judge Gold called the agreement "an honourable compromise in the national interest," and several groups have expressed satisfaction with it.

The IRDI Act contains a provision that states, in part, "where at any time before or after it makes its report, the parties so agree in writing, the recommendation of the conciliation board is binding on the parties and they shall give effect thereto." This section, although seldom used, was employed in the settlement of this dispute.

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W. P. Kelly, Director, Conciliation and Arbitration Branch, commented: "Usually labour and management find compulsory arbitration repugnant. This attitude does not always prevail where arbitration is on a voluntary basis and sometimes limited to certain issues.

"The action of the ILA and the Shipping Federation could result in companies' and unions' taking a good look at this procedure, provided that they had confidence in the third party appointed to render assistance."

Hours of Work In the Trucking Industry

An order in council was recently passed requiring the trucking industry that falls within federal jurisdiction to bring itself more closely into line with the hours-of-work provisions of the Canada Labour (Standards) Code. The order applies to any undertaking engaged in the interprovincial or international transport of goods by motor vehicle, and will be in effect for a three-year period, beginning July 1, 1968 — the termination date of the present suspension of the hours-of-work provisions of the Code.

Under the order, from July 1, 1968 to June 30, 1969, maintenance workers, city drivers, despatchers, and warehousemen will have a maximum workweek of 56 hours, with standard hours of nine a day and 48 a week. Not less than time and a half is to be paid for all hours worked beyond the standard hours.

From June 30, 1969 to June 30, 1971, the maximum workweek for maintenance workers in the industry will be reduced to 52 hours, with not less than time and a half for all hours worked beyond standard hours of eight a day and 44 a week. During the same period, the maximum hours of city drivers, despatchers and warehousemen will be 53 a week, with time and a half for all hours beyond the standard hours of nine a day and 45 a week.

The order provides that the maximum hours may be exceeded, in exceptional circumstances, with the permission of the Minister of Labour. There is also provision for exceeding the maximum hours in emergencies, but such cases must be reported to the Minister.

For highway drivers, the order establishes alternative methods of limiting hours of work during the three-year period the order will be in effect. When hours are not averaged over a period of weeks, the maximum hours of work are 10 a day and 60 a week.

Hours worked in excess of these limits in exceptional circumstances by permission of the Minister, or in emergencies, must be paid for at not less than one and a half times the regular rates. Alternatively, an employer may elect to average the hours of work of highway drivers over a period of up to 13 weeks, or for periods of longer than 13 weeks with the approval of the Director of Labour Standards.

When the averaging period is 13 weeks, the maximum hours in the period are 715. When the averaging period is other than 13 weeks, the maximum number of hours in the period is the number of weeks in the period multiplied by 55. When an averaging period is in effect, an overtime rate of not less than one and a half times the regular rate must be paid for all hours worked beyond 10 a day, or beyond the total hours in the period permitted by the Minister in exceptional circumstances or in emergencies.

Office workers are not covered by the order, and they will come fully under the provisions of the Code at termination of the present deferment on July 1, 1968.

The order was passed after study of the report of C.A.L. Murchison, Q.C., who was appointed as a Commission of Inquiry by the Minister of Labour immediately after an order of suspension of Part 1 of the Code (Hours of Work) had been granted on April 4, 1967 in recognition of submissions to the Government by the Canadian Trucking Associations Incorporated and the Canadian Warehousing Association.

One of the Commission's recommendations was that highway drivers should be subject to periodic medical examinations, and that a logbook should be kept in order to record all hours of work, including driving and non-driving hours, of both employed highway drivers and owner-drivers. These recommendations, which have been endorsed by the industry, are being considered by the Department of Labour for possible implementation under the Canada Labour (Safety) Code.

Copies of the order in council are available from the Public Relations and Information Services Branch of the Department.

Wage Schedules Prepared In February

During February, the Department of Labour prepared 292 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 178 contracts in these categories were awarded. In addition, 207 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$189,740.00
Defence Production	120	802,967.00
Post Office	4	62,843.30
RCMP	21	530,906.35
Transport	1	1,512.00

During February, the sum of $8,240.72 was collected from 29 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 294 workers concerned.

New president named to Professional Institute

Eric F. V. Robinson, Ottawa, first Vice-President of the 12,000-member Professional Institute of the Public Service of Canada, has been named President of the organization.

A senior research officer in National Research Council's division of radio and electrical engineering, he will replace J. F. Mazerall who has left the elected position of president to become the Institute's full-time Secretary-Treasurer.

Mr. Mazerall replaces J. A. McKeen who left the Institute to become Executive Assistant to the Vice-President of the Arts Division of McMaster University, Hamilton.

Labour and Safety

"Over the years I have spent a great deal of time and effort in safety and accident prevention work. Very early in the game I realized that this was one area where co-operation between labour and management was not only desirable but essential," said D. F. Hamilton, Secretary-Treasurer, Ontario Federation of Labour, in an address to the conference of the Industrial Accident Prevention Associations of Ontario, held in Toronto on April 8 and 9.

People are people, regardless of which side of the bargaining table they are on, Mr. Hamilton said. "That is why I say that if the unions were given a role to play in your associations, you would find the vast majority would make an enthusiastic, beneficial contribution to the work of accident prevention. All I ask is that you give it a try."

He recalled that, when he had spoken to this conference in 1964, he had su g-gested that a small group from the IAPA and some of the other safety associations should sit down with a group from the Ontario Federation of Labour and try to work out plans for future co-operation.

Although some progress had been made in this direction, it had been all too little, the speaker thought. "Today things are changing so rapidly that this methodical, cautious approach to matters is completely out of tune with modern times." he said.

Wrong Approach

Much work was being done in the field of accident prevention by union organizations and by accident prevention associations, but "this duplication and fragmentation of our efforts in accident prevention work is the wrong approach. I have stated time and again that we should be working together as a team, and not going our separate ways."

There were, however, some "very encouraging signs." The Labour Safety Council, composed equally of representatives of organized labour and members of the safety associations, "at least provides a forum for a continuing dialogue between the associations and organized labour."

"I am also aware of the fact that there has been a great deal of co-operation this past year between the Construction Safety Association and the construction unions. I am also not divulging any secrets when I say that exploratory talks aimed at future co-operation between our Federation and the associations are now going forward."

In his closing remarks, Mr. Hamilton said that "lack of proper, up-to-date information is one of the many problems with which we must cope. Today the data is fragmented and of little use." He suggested that the problem could be solved by the establishment of a central data processing centre.

"If we are sincere in our professions of allegiance to the cause of accident prevention, as evidenced by our presence at this meeting, we can only look upon the new Safety Code as a welcome aid and working tool in the struggle against accidental occupational injuries and resulting financial loss," M. H. McPhail, Executive Vice-President of the Ontario Grain and Feed Dealers Association, told the IAPA delegates.

Mr. McPhail said that when the Canada Labour (Safety) Code was introduced, it was only human nature to assume a rebellious attitude toward the imposition of regulations that might restrict or disturb peoples' habits of operation. This resistance, he added, was always intensified whenever financial outlay was involved, and good reason for the need had to be provided before acceptance and the required co-operation could be expected.

After some years of uncertainty about which authority those in his line of business (Class 13) would be accountable to for their safety practices, it was some satisfaction that the issue of jurisdictional responsibility had been settled.

Before the passage of the Canada Labour (Standards) Code in 1965, feed mills, flour mills, seed cleaning plants and grain elevators, other than those licensed under the Canada Grain Act, were subject to regulations made under the Industrial Safety Act of the Province of Ontario.

Douglas Abbey, Regional Safety Officer of the Accident Prevention and Compensation Branch of the federal Department of Labour, told the delegates that although the Act had all the necessary and usual provisions to put "teeth" into the program, it was thought that success would best be achieved by voluntary action by industry.

"Our branch therefore stands ready to assist in any way we can," he said. "If we never issued a directive or laid a charge, we would be perfectly happy, provided that a satisfactory level of safety is achieved. But we know, and so I am sure do all of you, that we will not achieve our goal through voluntary co-operation alone. Therefore, to protect the employees involved, and to do justice to those of you who are doing a good job, enforcement will be necessary and will be carried out."

Insurance Registrations And Other UIC Statistics

On January 31, 1968, insurance books or contribution cards had been issued to 5,090,189 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 397,755, a decrease of 692 since December 30, 1967.

During January, there were 12,410 investigations conducted by enforcement officers across Canada. Of these, 9,768 were spot checks of claims to verify the fulfilment of statutory conditions, and 829 were miscellaneous investigations. The remaining 1,813 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 337 cases, 118 against employers and 219 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 391.*

Revenue received by the Unemployment Insurance Fund in January totalled $37,436,649.13 compared with $36,406,-398.89 in December and $38,399,278.92 in January 1967.

Benefits paid in January totalled $50,-764,705.33 compared with $26,580,681.74 in December and $41,382,511.33 in January 1967.

The balance in the Fund on January 31 was $56,313,090.13 compared with $369,-641,146.33 on December 31 and $161,-919,787.01 on January 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

The Gross National Product During 1967

A seventh consecutive year of expansion pushed the Gross National Product to a level of $62.1 billion during 1967, the Dominion Bureau of Statistics reports. The 1967 GNP represents an increase of 6.8 per cent, after the exceptionally large advance of 11.3 per cent for the previous year. The GNP in 1966 was $58.1 billion.

Prices continued to rise, but at a slower rate than in 1966. The price increase for 1967 of 3.9 per cent, although still inflationary, is an improvement from the 4.5 per cent increase for 1966. This situation reduced the GNP gain in real terms to 2.8 per cent.

A dampening influence on the GNP was exerted by a western grain crop that was much smaller than the previous year's record crop.

Expenditure Increases

Personal expenditure was a major source of strength for the GNP. Buoyed up by outlays related to Expo, this component increased by more than 8 per cent, which was not much lower than the 1966 rate of advance.

Expenditures on both non-durables and services increased, whereas durables advanced only moderately in spite of a 3-per-cent rise in the new and used car purchases, unchanged from the previous year. In real terms, the advance in total spending increased by more than 4.5 per cent, which was close to the 1966 gain.

In the external sector, the current account deficit on a national accounts basis was reduced to $549 million from $1,207 million in 1966. Exports of goods and services increased by 11.5 per cent, and imports increased by 6 per cent. An increase of 10.5 per cent in merchandise exports, added to an 8 per cent gain in imports, more than doubled the merchandise surplus to $480 million. Exports to the United States rose by 17 per cent and imports expanded 12.5 per cent, which substantially reduced the trade deficit.

Non-merchandise transactions were greatly affected by Expo. Receipts increased by more than 17 per cent and payments rose by 2 per cent, reducing the deficit by $402 million. The tourist and travel account changed from a deficit of $63 million to a surplus of $427 million.

At all levels, government expenditures on goods and services increased at a reduced rate of growth, It was 9.5 per cent in 1967, but was 17.5 per cent in 1966. The 1967 federal government expenditures rose only 8.5 per cent, compared with 19 per cent during 1966. The increase at the provincial-municipal level was 10 per cent, compared with 16.5 per cent a year ago.

Fixed Capital Formation

Expenditures on new residential construction advanced by 7.5 per cent, up sharply from 2 per cent in 1966. Aided by developments in the money market and in government policy, housing starts jumped sharply to 164,000, about 30,000 units more than the number for 1966. This increase was heavily concentrated in multiple unit starts, which rose to 92,000, with only 2,000 family unit starts being made during the year.

In marked contrast, investment in plant and equipment diminished by 3 per cent, compared with annual increases of more than 20 per cent between 1964 and 1966. With the exception of investment in manufacturing, outlays on plant and equipment advanced slightly more than last year's outlays. Manufacturing investment, however, was reduced by 14 per cent, comprising decreases of 9 per cent in non-durables and 19.5 per cent in durables.

Investment in non-farm business inventories showed a small increase for the year, but was almost $600 million lower than the accumulation for 1966. More than three quarters of the reduction occurred at the manufacturing level, where durables shifted from sizeable accumulation to moderate liquidation. Reduced investment occurred also at the retail and wholesale levels.

Output and Employment

On the income side, the gain in output as measured by the indexes of real domestic product, was slightly more than 3 per cent. The increase in services was lower than during the previous two years. The rise in the goods-producing sector was much reduced because of an increase of only 0.5 per cent in durable manufacturing. As a result, there was a considerable shift in the composition of output. Services accounted for more than two thirds of the increase, compared with two fifths during the two previous years.

The 1967 labour force increased almost as rapidly as during 1966. Employment rose by a substantially lesser amount. The industrial composite employment index recorded a 1.5-per-cent advance, although decreases occurred in the durable manufacturing and construction indexes. The bulk of the increase in employment occurred in the service sector.

With greater job opportunities for women in this area, the rise in female employment was much larger than that for males. For the first time since 1961, women accounted for more than half the total increase.

The unemployment rate rose from 3.6 per cent in 1966 to 4.1 per cent in 1967, and reached 4.7 per cent during the last quarter, before declining in early 1968.

Labour income increased by more than 9 per cent. This, however, was less than the 13.5-per-cent rise that occurred during 1966. Almost three quarters of the advance was found in the service-producing sector. Pay increases in both goods and services were greater than those for 1966.

According to preliminary indications, the increase in output for each person employed in the commercial non-agricultural industries was lower in 1967 than in 1966, which was also a below-average year. Unit costs continued to rise. Gross profits grew by 1 per cent compared with 3 per cent in 1966. Net profits shrank a further 2.5 per cent, after a previous 1-per-cent decline.

The 1968 investment intentions survey shows an anticipated 1.5-per-cent rise in business capital formation. The entire increase is expected to come from a 9.5-per-cent rise in residential construction. Outlays on plant and equipment are likely to be virtually unchanged, with a 1-per-cent increase in non-residential construction being offset by a 1-per-cent decline in machinery and equipment.

The Economic Council of Canada, in its four annual reports, calls for an annual rate of growth of 5 per cent between 1965 and 1970 in order for the economy to realize its potential. Because this target represents an average, the 2.8-per-cent gain in real terms for the 1967 GNP won't dismay economists, who are more concerned with the economy's adjustment from its high rate of activity during 1966.

The Potential Impact Of Canada-U.S. Free Trade

The benefits of free trade between Canada and the United States would come primarily from an increase in efficiency within Canada, according to an economic study published recently. The study estimated that free trade might eventually increase Canadian income by more than 10 per cent. Of this 10 per cent, 4 per cent would come through reductions in consumer prices and the other 6 per cent through an increase in incomes.

The booklet, *U.S.-Canadian Free Trade: The Potential Impact on the Canadian Economy*, which is a condensation of a book by Paul and Ronald J. Wonnacott, who spent three years in research on the subject, is published by the Canadian-American Committee sponsored by the National Planning Association (U.S.A.) and the Private Planning Association of Canada. Paul Wonnacott is Professor of Economics at the University of Maryland, and Ronald J. Wonnacott is Professor of Economics at the University of Western Ontario.

A First Step

In a statement at the beginning of the report, the members of the Canadian-American Committee express the view "that the Wonnacott's work is a serious first step . . . in the analysis of an important issue, and that publication of this abridged version will widen the area of informed discussion." They go on to add, however, that "neither the individual signers nor the Committee as a whole necessarily endorse the conclusions drawn by the authors; nor do they necessarily favour the particular approach to trade liberalization used by the Wonnacotts as their model for analysis."

The signers of the statement include a number of the heads and leading officials of trade unions and corporations in Canada and the United States. Among the trade union officers are: I. W. Abel, President of the United Steelworkers; Claude Jodoin, then President of the Canadian Labour Congress; William Mahoney, National Director of the United Steelworkers in Canada; George Burt, Canadian Director, Region No. 7, United Automobile Workers; Donald MacDonald, then Acting President of the CLC; William Dodge, Executive Vice-President of the CLC; and Marcel Pepin, National President of the Confederation of National Trade Unions.

Other Canadian signers include: Robert M. Fowler, President, Canadian Pulp and Paper Association (one of the co-chairmen); Donald Gordon, President and Chief Executive Officer, British Newfoundland Corporation, Montreal; R. A. Irwin, President, Consolidated-Bathurst Limited, Montreal; Hon. M. Wallace McCutcheon, Toronto; David Kirk, Executive Secretary, Canadian Federation of Agriculture; Karl E. Scott, President, Ford Motor Company of Canada Limited; and A. D. Dunton, President, Carleton University, Ottawa.

Objectives and Scope

Referring to the objectives and scope of the study, the booklet says that its purpose is "to discuss the potential economic effect on the Canadian economy of a bilateral free trade agreement with the United States and to present, in simplified form, some of the results of a larger and more detailed study of this question . . . ."

Looking at the automobile industry agreement between Canada and the United States, the report has this to say: "A major objective of the present limited free trade scheme in autos is to induce lower-cost, specialized production in Canada; and this is exactly what is happening now. Unfortunately, this arrangement does not provide evidence on the effects of completely free trade, since the scheme also includes important elements of protection. Thus there is no straightforward way of sorting out whether the present growth of the Canadian auto industry is occurring because of the protection afforded by this scheme or because Canada is a good free trade location, or both . . .

"Our figures (based on 1963 wage rates) point to about a 2-per-cent cost advantage of producing autos in Canada, a condition conducive to the expansion of the industry. But this marginal advantage of producing in Canada might turn into a marginal disadvantage if auto wages in Canada and the United States were to be equalized—a matter which is currently under debate . . . "

U.S. economic council warns of wage-price spiral

Unless negotiated union wage settlements are appreciably lower this year than the average 5.5-per-cent increase of last year, there will be no prospect for slowing the pace of inflation, states the latest Annual Report of the United States Council of Economic Advisers.

The report emphasizes that a "wage-price spiral" is under way, and that the recent pace of inflation, with prices rising at a rate of more than 3.5 per cent a year in the last half of 1967, could not be halted all at once.

If new collective bargaining settlements reached in 1968 should again average 5.5 per cent, the Council said, the rise in average hourly compensation for the economy as a whole would be appreciably larger than in 1967. In addition, business firms must avoid any widening of their gross margins over direct costs and must absorb cost increases to a certain extent, if there is to be any slowing of the wage-price spiral.

The report said that, in 1967, business, taken as a whole, did absorb some of the rise in labour and other costs, which meant a "sizable fall in unit profit margins." Exceptions singled out in the report were the tobacco and rubber industries. The report also mentioned larger-than-average price increases in automobiles and electrical machinery.

Concurrently, U.S. President Lydon Johnson presented his Economic Report of the President to Congress. In it, he called for pay-price curbs and a rise in taxes, and he asked unions and business firms to exercise "the most rigorous restraint in their wage and price determinations during 1968." He warned that if suitable fiscal action were not taken, then the economy would risk a feverish boom that could generate an unacceptable acceleration of price increases, a possible financial crisis, and perhaps ultimately a recession.

In presenting his appeal for a tax increase, Mr. Johnson said that a 1-per-cent tax increase "will help to slow down price, increases, cut out balance-of-payments deficit, maintain a smooth flow of credit, and insure us against risks we should not take."

For 1968, the report of the Council of Economic Advisers forecast a Gross National Product of $846 billion, up $61 billion from 1967. This includes slightly more than a 4-per-cent increase in real growth, and slightly more than 3-per-cent increase in expected price rises.

Price Indexes

Consumer, March 1968

The consumer price index (1949=100) increased by 0.3 per cent to 153.2 at the beginning of March from 152.7 at the beginning of February. It was 4.6 per cent higher than the March 1967 index of 146.5.

The food index declined 0.7 per cent to 148.7, but was 3.8 per cent higher than in March 1967. Prices were lower for potatoes, carrots, cabbage and lettuce, but higher for most fresh fruits, including bananas, oranges and apples.

Among meats, beef, fresh pork, and chicken prices were lower. Many staple items, including fresh milk, bread and sugar, remained unchanged in price, whereas butter, margarine and egg prices declined.

The housing index rose 0.4 per cent to 156.0 from 155.4. Although rents increased by only 0.2 per cent, home-ownership costs advanced 0.6 per cent, partially as a result of higher property taxes and maintenance expenses.

The clothing index increased by 1.2 per cent to 135.6 from 134.0, reflecting general increases in nearly all clothing items priced. Men's wear prices moved up 1.9 per cent, and women's wear prices 1.3 per cent.

The transportation index rose by 0.7 per cent to 160.3 from 159.2. New car prices remained unchanged, but higher prices for repair parts and servicing were recorded generally.

The health and personal care component remained unchanged at 194.3, which was 4.9 per cent higher than the index a year ago.

The recreation and reading index rose by 0.4 per cent to 172.5 from 171.8, mainly as a result of higher television repair costs. The tobacco and alcohol component advanced by 1.5 per cent to 138.4 from 136.4.

Group indexes a year ago in March were: food 143.3; housing (shelter and household operation) 148.4; clothing 130.8; transportation 155.6; health and personal care 185.2; recreation and reading 163.7; tobacco and alcohol 127.5.

City Consumer, March 1968

Between March and February, consumer price indexes advanced in six regional cities and city combinations and declined in four. Movements ranged from an increase of 0.7 per cent in Saskatoon-Regina to a decrease of 0.2 per cent in Halifax.

Food indexes declined in all cities except St. John's, where no change occurred. Higher rents in most cities, together with increased home-ownership and household operation costs, accounted for an increase in the housing indexes.

The clothing index advanced in all cities, reflecting generally higher prices for most men's, women's and children's outerwear.

The transportation index showed mixed movements, with higher gasoline prices in Ontario and Saskatchewan contributing to rises in this component in several cities. Lower automobile prices in Winnipeg resulted in a decline in the index for that city.

There were marginal changes in the health and personal care indexes. Small increases were recorded in three cities, minor declines occurred in three, and there were no changes in four. Recreation and reading indexes also showed varied movements, with increases in seven cities, no change in two, and a marginal decline in one. There were marked increases in the tobacco and alcohol indexes for Ontario and Saskatchewan only.

Regional consumer price index point changes between February and March were: Saskatoon-Regina + 1.0 to 143.9; Toronto + 0.9 to 154.7; Ottawa + 0.6 to 152.5; St. John's + 0.5 to 132.6*; Saint John + 0.4 to 148.3; Vancouver + 0.3 to 147.8; Winnipeg − 0.1 to 148.7; Edmonton-Calgary − 0.1 to 143.7; Montreal − 0.2 to 150.9; Halifax − 0.3 to 144.5.

Wholesale, Feb. 1968

The general wholesale index (1935-39 =100) was 266.9 in February, slightly lower than the January index of 267.1, and 1.5 per cent higher than the February 1967 index of 262.9. Four major group indexes declined, and four advanced.

The animal products group index declined 0.6 per cent to 286.2 from 287.9 on lower prices for fresh meats, fishery products and livestock. The textile products group index went down 0.6 per cent to 255.9 from 257.4. In the non-ferrous metals products group index, lower prices for silver and tin resulted in a decrease of 0.6 per cent to 253.0 from 254.4.

In the vegetable products group index, a decrease of 0.3 per cent to 229.9 from 230.7 reflected lower prices for livestock and poultry feeds, potatoes, and vegetable oils and products.

The chemical products group index rose 1.8 per cent to 213.8 from 210.1 on higher prices for soaps and detergents.

*On base June 1951 = 100.

The wood products group index advanced 0.7 per cent to 358.7 from 356.2. Smaller increases were recorded for two major group indexes. The iron products group index rose to 276.3 from 276.2, and the non-metallic minerals group index to 204.1 from 204.0.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.6 per cent to 248.6 from 250.0 in the three-week period March 1 to March 22. The animal products index declined 0.6 per cent to 312.4 from 314.4 and the field products index declined 0.5 per cent to 184.8 from 185.7.

U.S. Consumer, Feb. 1968

The United States consumer price index (1957-59=100) rose by 0.3 per cent from January to February. The index in February was 119.0, which was 3.7 per cent higher than a year ago.

Price increases were recorded for food (including restaurant meals), and housing (including hotel and motel rates, home purchase and other home-owner costs), 0.4 per cent; apparel (including infants wear, sewing materials and jewellery) and medical care, 0.6 per cent.

The only major category of consumer prices to decline was transportation, which decreased 0.1 per cent.

British Retail, Jan. 1968

The British index of retail prices (Jan. 16, 1962=100) was 121.6 at January 16, compared with 121.2 at December 12, and 118.5 at January 17, 1967.

The rise in the index during the month was due mainly to increases in the price of meat and most fresh vegetables, partly offset by reductions in the price of eggs.

The index for the food group as a whole rose by less than 1 per cent to 121.1, compared with 120.1 in December.

The index for the housing group as a whole rose by less than one half of one per cent to 138.6, compared with 138.2 in December, mainly because of a rise in the average level of rents for unfurnished dwellings.

In the services group, a seasonal drop in the average level of charges for dry cleaning was offset by an increase in the average level of charges for a number of other services, and the group index figure remained unchanged at 128.0.

The index for the transport and vehicles group fell by nearly one half of one per cent to 113.9, compared with 114.4 in December, as a result of a decrease in the average level of prices of second-hand cars.

There was little change in the general level of prices in the remaining six groups.

The Status of Women in Sweden

Women's Bureau

Women in Sweden no longer face an irrevocable choice between home and job — they face instead the challenge of either combining the two or alternating between them.

There is a great demand for labour in Sweden today, and this has lead to the implementation of various measures to encourage women to enter the labour force. This situation contrasts sharply with that of a century ago, when Swedish women were restricted to certain areas of employment. They could either become teachers or take positions in telegraph and post offices. A few years later, they were permitted to pursue careers in dentistry and physical therapy. Then, in 1864, they were given both the legal right to go into business and, the freedom to work and earn their own living. The new legislation, however, failed to give women either the choice of a career or the right to compete with men for posts.

At the beginning of 1966, women accounted for more than one third or 1.4 million in a labour force totalling 3.3 million. About 800,000 of these women were single. In the three-year period 1963 to 1966, about 60,000 women between the ages of 45 and 66 entered the labour market. Today, Swedish wives are making a steadily growing contribution to the economy. A 1961 labour force survey reported that 45 per cent of married women aged 20 to 44 were gainfully employed. Predictions are that, by 1970, half of the wives in this age bracket will be part of the labour force.

Education and Retraining

The National Labour Market Board, which is the Swedish Government's official manpower agency, has set up special programs to assist female labour to adjust to the shifting demands of the labour market. By 1965-66, some 50,000 persons were in retraining, and 50 per cent of these were women. Education has been a major factor in increasing the possibilities for more women to take employment and thereby broaden their vocational horizons. Refresher courses and advanced training have helped them to leave the traditional or menial types of employment to which they have been confined for many years because of lack of advanced education. Swedish women today can enter into a more demanding and interesting phase of employment, and certainly a more remunerative one.

In the lower school-age bracket, girls leaving school often make a more unconventional choice of occupational training. They enter technical departments of the vocational schools and undertake courses in metal work, motor mechanics, goldsmithing, watchmaking and television repair.

The number of female students attending university or other higher education institutions is increasing swiftly. In 1953, female enrolment was 5,000, and in 1961, it reached 14,000. Although the tendency to choose the traditional branches of study prevails (63 per cent of the 14,000 women were enrolled in the humanities), there is a moderate move toward other branches of higher study. In 1953, there were 469 female students enrolled in medicine, 61 in institutes of technology and 205 in the colleges of dentistry. In 1961, these figures had risen to 810 in medicine, 238 in technology and 392 in dentistry.

A 1962 survey of salaries in the civil service revealed that 73.4 of the female employees were in the lowest salary groups. Legislation passed in 1923 made women eligible for employment in the government service. It also introduced the principle of equal pay for men and women in the same grade. The application of the equal pay sections as they relate to the lower grades where women predominate, however, has been slow.

Civil Service Employees (1962)

Job Classifications	*Men*	*Women*	*Men*	*Women*
			(Percentages)	
1-6	1,531	18,931	2.7	41.0
7-9	13,668	14,062	24.3	32.4
10-12	7,769	4,155	13.8	9.0
13-27	33,174	8,110	59.2	17.6
TOTAL	56,000*	46,000*	100.0	100.0

*Approximately

The Swedish Government and the organizations representing the white-collar workers began a move in 1962 to improve the situation of women in these lower-pay categories. In accordance with the trend of the 1962-63 wage contracts, they agreed on job reclassifications that would upgrade jobs held exclusively or predominatingly by women. This apparent difference in salaries is not entirely a matter of sex discrimination. Women's educational and professional handicaps play a prominent part in this problem of job advancement.

Women in Politics

In1919, women were given the parliamentary vote, and were thereafter eligible to be elected to Parliament. In 1921, 46 per cent of all women eligible to vote elected the first woman to the Upper Chamber and three women to the Lower Chamber. In 1963, there were 13 women members in the Upper Chamber and 33 in the Lower Chamber. In 1937, only one woman was a member of a standing committee; in 1965, there were 23 women actively engaged on various standing committees.

In summary, the factors contributing to the greater use of women in the labour force include: the increased program of adult education, training and retraining; the availability of more part-time jobs; the official efforts toward the elimination of sex discrimination; the extension of public child-care institutions; and the eventual easing of the family taxation regulations. These factors should make it possible for more of Sweden's potential womanpower resources to become a part of the labour force and thereby contribute to the country's economic future.

The School Completion Project At Central Neighbourhood House

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Because of concern over the high drop-out rate in the Toronto schools, the school Completion Project at Central Neighbourhood House was begun in 1960. It was designed to find the best way to help children remain in school long enough to realize their academic potential.

The Junior League of Greater Toronto financed the three-year project, and it provided volunteers for the three areas of the program: home visiting of families, supervision and tutoring of homework, and clerical work and poster making.

Background

Central Neighbourhood House is a settlement house close to the business district of Toronto. More than 40,000 people live in this area. They are among the most poorly skilled in the labour force, and they are the first to feel any change in the employment situation. Poverty — the result of low wages and large families — is one of the major problems facing members of Central Neighbourhood House.

Family life is the primary concern of the House. Programs include a nursery school for children from 2½ to 5 years of age, summer day camp for children from 6 to 12, and other activities such as arts and crafts, sports, homework, card games and dances.

Visits to homes of members have always been part of the service offered. In addition, the House is undertaking a three-year demonstration project designed to help Canadian Indian families cope with the problems that they encounter through integration into urban life.

School Completion Project

A special program was developed to counter the growing problem of school drop-outs. In addition to regular services, it included home visiting and homework sessions. Through the co-operation of the Board of Education, local school principals helped to formulate an appropriate questionnaire directed to the children's teachers. The project involved a total of 30 children. Each staff member was assigned to two families and one volunteer visited each family. Because a high degree of mobility is characteristic of the families in the area, the number of families participating in the project was maintained by replacing the families who moved from the vicinity.

While registrations were taking place, training sessions for staff and volunteers were held to familiarize them with the aims of the project and the numerous services available to help meet the needs of families in the project.

The volunteers were selected from persons with backgrounds in social work, sociology, public health nursing, teaching, child development and business. It was important to have a warm and outgoing personality and be able to accept people with problems. The volunteers participated in a program of friendly visiting, and were able to provide encouragement and learn of problems in the home life that affected the academic performance and aspirations of the children.

Homework and Tutoring

Homework sessions were begun because many of the children's homes were too crowded to provide a quiet place to work. Staff and volunteers were present to provide encouragement and to assist children with problems in their studies. Homework sessions were made available to all young people who were members of the House — not just to those participating in the special project.

The homework room was made as bright, cheerful and homelike as possible, with study lamps, reference books and a variety of publications such as the National Geographic Magazine. Although study tables were provided, some children preferred to sit on chesterfields or lounge chairs to study.

The homework program was divided into two parts: afternoon sessions for the younger children; and evening sessions for those in Grade 6 and up, and children over 12 years of age. The half-hour afternoon sessions were followed by a club activity. Cookies and milk were served during the first year to induce the children to stay for homework sessions.

The evening sessions were held two nights a week, and were followed by recreational activities. A third session was added at a later hour to accommodate those children who hold part-time jobs. For the first two years, a hot meal was provided immediately before the evening homework sessions, but it had to be dropped in the third year because of lack of help.

During the second year, a parents' group was formed. Through films, talks, discussions and participation in House projects, efforts were made to interest and improve the attitude of parents toward their children's school progress.

Over the three years, 53 children became involved in the school completion project. Thirteen dropped out before completing their courses, but 30 reached school-leaving age. This was an indication of real progress, because all 53 had been identified by schools and House staff as potential drop-outs.

The outlook of most of the children in the sample changed considerably during the three-year period. Whereas grade eight graduation was once rated as a major aspiration, three of the children are now beginning to think of attending university and becoming professionals.

Joint Consultation In Municipal Government

Labour-Management Consultation Branch

After 15 years, you might expect a joint consultation committee to become a bit creaky at the joints, a little tired and apathetic. This is never the case, however, when the committee knows what it wants to do, and how to go about it. Such a committee improves with age.

Take, for example, the joint consultation committee at the City of London Public Works Department, which has been assisting union and management (and indirectly London's taxpayers) since November, 1952.

The first thing you notice is the committee's outstanding attendance record; in 15 years, only three monthly meetings cancelled, each time because critical weather conditions had put the department on emergency procedure.

But, you may say, the fact of the meetings is secondary to the attitude of the participants and to what they accomplish. Here again, the London public works group has an answer, and can illustrate why the committee remains vigorous.

The committee members know from experience that their positive recommendations can be implemented (they get things done). A well-documented question posed to the committee is guaranteed an understandable reply (though not always the one sought). Nobody is overbearing (Why get chippy? You're wasting your time, and everyone else's). The free-vote system encourages people to think for themselves (no committee member is forced to vote along management or union lines).

Finally, the committee members use meetings as a forum for settling differences. The meetings are a part of a bigger system that draws in and dispenses information.

Representation

The department is divided into four sections: streets, engineering, sanitation, and sewers, each of which is represented on the 24-member committee—12 spokesmen each from management and union, and with foremen included on the union team.

Local 107, Canadian Union of Public Employees (CLC) represents the department's 550 hourly-rated employees.

One reason given for the lasting success of the committee is the department's policy of promoting through the ranks. Five of the management team on the committee had at one time been in the union. Joseph Young, the superintendent of sanitation, was union secretary two years ago.

Michael Delainey, President of Local 107, says the monthly meetings are conducted on a gentlemanly basis. "We're not overbearing," he says. "If you have the facts, you're 95 per cent sure of coming out of the meeting satisfied. But if you ask for something out of proportion, then you're taking a chance."

The area for discussion, however, is wide open—with one exception. Questions referring to a grievance already filed are, by mutual agreement, "off limits."

What tempers the mood of the meetings is the right exercised by each person to vote according to his own conscience. "You can be sitting all by yourself with your idea," comments Mr. Delainey.

"But don't get it wrong," cautions William Connolly, a committee veteran who started driving trucks for the department in 1946 and worked his way up to General Superintendent. "Don't go away with the idea we just sit there shaking hands." He says the department pulls in suggestions from the unionists, many of which increase efficiency without increasing costs.

Mr. Delainey is equally adamant in defining the union's position. Shooting down a suggestion that the union is compromising its position through the committee, he says, "I defy you to ask that of any member of 107 and get a 'yes' to it."

"The union doesn't take a back seat," adds Mr. Connolly, who over the years has sat on both 'sides' of the table. Because it is an advisory group (decisions not final as in bargaining), the committee has been able to successfully use the 'free-vote' system. City Engineer A. K. Rowntree reserves the right to turn down a committee decision—a right he has yet to exercise.

Accomplishments

Here are sample accomplishments of the City of London committee as recalled by Stanley Ball, Personnel Supervisor, City Engineer's Department. Mr. Ball is an authority. He was chairman of the committee in its first year, 1952. He has been returned as chairman (union and management alternate each year) four times since, including the current term.

The committee drew up a point system for evaluating applicants for promotion. When a vacancy comes up, employees already on the payroll are allotted points according to their qualifications. The employee with the most points is offered the job. "What we did was take the friction out of a contractual issue," says Mr. Ball, adding that the department seldom hires an outsider "other than in a straight labouring position."

The committee set up a merit system for vehicle drivers (the department currently employs 145 drivers). Each year the drivers are given a certain number of points, from which marks are deducted for bad driving or letting equipment deteriorate. Regular vehicle inspections are made by the superintendent of equipment, the safety supervisor and a union representative. Drivers who retain their maximum points are awarded $25 at the end of the year, the award diminishing with the number of points lost. If a driver loses all his points, he is given another job.

The committee introduced a suggestion system, the department paying for worthwhile employee suggestions. For example, after two men lost fingers while working with a reel of cable, an employee invented a guide (such as on a fishing reel) to distribute the cable across the width of the spool.

Mr. Ball believes that "nothing should be barred from discussion." A motion last year to eliminate discussion of matters dealing with the agreement "didn't even get a seconder," he recalls.

Looking back over the committee's 15 years, Mr. Ball says the chief value of joint consultation lies in its ability to detect and act on a problem. "Our main accomplishment is being acquainted with problems when they're still small. Otherwise they could build up to a point where more men are adversely affected—to the point where a grievance is filed."

Counselling for Increased Employability

Older Workers' Section
Department of Manpower
and Immigration

Counselling is crucial to the task of increasing the older job applicant's employability, according to a report recently published by the Organization for Economic Co-operation and Development: "It is from the counselling interview that the information is principally derived, on which the counsellor can advise on training and special services and a new vocational program for the future."

The OECD report, titled *Promoting the Placement of Older Workers*, describes the objectives of such counselling:

1. to remotivate the job seeker's desire for self-improvement; and
2. to restore, strengthen and maintain his self-respect.

These objectives can be sought and achieved regardless of the older job seeker's ultimate success in finding work. The basic assumption is that such a person can be helped to find suitable work. Many intermediate goals are involved in reaching this objective. Some clients must first be helped to evaluate themselves fairly in terms of interest, goals, aptitudes and capacities. Others must gain a better understanding of employment possibilities, more skill in presenting themselves for employment, or gain new skills, attitudes and habits of work. The counsellor works with and for each client to diagnose difficulties, find solutions and reach a sound decision on the individual's occupational future.

Marked Results

According to the OECD report, an extension of counselling to include special services would change the employment prospects for many older job seekers. In a study done in the United States, one group of older workers was given normal placement service help, and the second group was given intensive counselling and special services. The result of this was that four and a half times as many workers were placed as a result of specialized services as were placed through the normal services alone.

It is sometimes necessary to persuade clients of the potential value of counselling, because it is impossible to counsel persons who do not want to be counselled or do not recognize a need for it.

The report suggests that the counsellor must help each client develop a realistic vocational program with whatever steps for rehabilitation and resolution of personal difficulties and inadequacies this may involve. He may undertake job development on behalf of certain clients and may write to employers to present a client's case. Finally, the counsellor must try to evaluate his own work by carefully following up on each person. This latter step is essential to check upon and improve his methods.

Older job seekers are handicapped by an unwillingness to change their type of work or their methods of looking for work. Few older workers are interested in retraining or are prepared to adjust their wage demands. To compound the problem, very few older people are prepared to work outside their home area or to set about looking for jobs.

Sympathetic Atmosphere

The counsellor must be careful in accepting the difficulties, real or apparent, first put forward by the client, as being accurate and complete. He must be able to establish a sympathetic atmosphere in order to elicit all necessary information freely and without distortion. As the circumstances become clearer, the counsellor helps the client set his opinions and expectations in perspective and to recognize and accept what steps may be involved if he is to return to useful employment.

As an aid to individual counselling, group counselling can be used. Group counselling consists, broadly speaking, of discussion between clients (not fewer than six nor more than twelve) under the guidance of the counsellor. The counsellor's main task may be simply to keep the discussion in constructive channels, and to stimulate it when comment begins to flag or become repetitious. In these sessions, the suggestions, questions, advice and information come mainly from the clients themselves. The report recommends group counselling for clients whose problems involve unrealistic demands and attitudes, detrimental habits or personal traits, or an unconventional appearance. It may also be helpful for job seekers who are discouraged and who need to identify their problems with others in order to bolster their self-confidence. Similarly, it ensures that proposed solutions will appear realistic and feasible, because they are proposed by a peer group who have experienced many things in common.

The OECD report states that, in many cases, the client must be helped to relate all he has learned in group counselling to his own circumstances. For this reason, it is particularly desirable that group counselling sessions be conducted by the counsellor responsible for the individual counselling of the participants.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during March. It granted one application for certification, and ordered two representation votes in applications for revocation of certification. During the month, the Board received ten applications for certification, and allowed the withdrawal of two such applications.

Application for Certification Granted

Cartage & Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Camirand Cartage Limited, Ville St-Pierre, Que. (L. G., March, p. 155).

Representation Votes Ordered

1. Irvin Knox, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer (L. G., Feb., p. 103). In view of special circumstances, the Board ordered that a representation vote be held to determine whether the employees concerned desired to continue to be represented by the respondent union that was certified as their bargaining agent on December 19, 1966.

2. D. N. Cooper, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer (L. G., March, p. 155). In view of special circumstances, the Board ordered that a representation vote be held to determine whether the employees concerned desired to continue to be represented by the respondent union that was certified as their bargaining agent on August 11, 1967.

Applications for Certification Received

1. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Trailways of Canada Limited, Richmond Hill, Ont. (Investigating Officer: K. Hulse) (See Applications for Certification Withdrawn, below).

3. General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, helpers and mechanics employed by Bolduc Explosives Transport Ltd., North Bay, Ont. (Investigating Officer: H. A. Fisher).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mechanics and mechanics' helpers employed at Ottawa by Trove Transport Limited, Ottawa, Ont. (Investigating Officer: K. Hulse).

5. *Syndicat général du cinéma et de la télévision* (*CSN*) on behalf of a unit of news service employees employed at Montreal and Quebec City by the Canadian Broadcasting Corporation (Investigating Officer: G. R. Doucet).

6. United Steelworkers of America, Locals 564 and 925, on behalf of a unit of mining and milling, cookery and transport division employees employed in the Yukon Territory by Cassiar Asbestos Corporation Limited, Toronto, Ont. (Investigating Officer: C. M. Gilmour).

7. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Bakgaard Construction, Calgary, Alta. (Investigating Officer: C. M. Gilmour).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, mechanics and other employees employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

9. Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of various surface and underground employees employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

10. Industrial Union of Marine & Shipbuilding Workers of Canada, Local 113, on behalf of a unit of marine service employees employed by J. P. Porter Company, Limited, Dartmouth, N.S. (Investigating Officer: D. T. Cochrane).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators and other employees employed in the vicinity of Whitehorse, Y. T., by Alpine Clearing Contractors Ltd., Victoria, B.C. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. United Steelworkers of America, Local 564, on behalf of a unit of mine and cookhouse employees employed at Clinton Creek, Y.T., by Cassiar Asbestos Corporation Limited. (L. G., April, p. 224). The Beverage Dispensers and Culinary Workers, Local 835, had intervened.

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Trailways of Canada Limited, Richmond Hill, Ont., respondent (See also item No. 2, under Applications for Certification Received). The Trailways of Canada Employees' Association had intervened.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Conciliation and Other Proceedings

Before the Minister of Labour

Conciliation and Arbitration Branch

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (T.V. Watchmen, Montreal, Que.) (Conciliation Officer: R. L. Fournier).

2. Northland Navigation Co. Ltd., Vancouver, B.C., and the Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

3. British Yukon Navigation Company Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

4. Western Ontario Broadcasting Company Limited, (CKLW-TV-AM-FM) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. Canadian National Hotels Limited (Chateau Laurier, Ottawa, Ont.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

6. CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. M. Gilmour).

7. Coast Ferries Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: C. M. Gilmour).

8. CJCH Limited, Halifax, N. S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

9. National Harbours Board, Port Colborne, Ont., and United Steeworkers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. British Yukon Navigation Company Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (see above).

2. Canadian Freightways Ltd., Calgary, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

3. Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

4. Central Mortgage and Housing Corporation ("Place Benoit," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 277).

5. Central Mortgage and Housing Corporation ("Benny Farm Housing Project", Montreal, Que.,) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 277).

6. Central Mortgage and Housing Corporation ("Villeray Terrasse," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., May, p. 278).

7. Canadian Coachways Ltd., Edmonton, Alta., and Division 1374, Amalgamated Transit Union (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

8. Tank Truck Transport Limited, Maple, Ont., and International Union of District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae) (L. G., March, p. 157).

9. Active Cartage Limited, Fort Erie, Ont., and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Feb., p. 104).

10. Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L. G., Jan., p. 39).

11. Channel Seven Television Limited (CJAY) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel) (L. G., May, p. 278).

12. Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. M. Gilmour) (L. G., April, p. 226).

13. Quebec Cartier Mining Company, Port Cartier, Que., and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., June 1967, p. 364).

14. British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Offi-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

cer: D. H. Cameron) (L. G., Dec. 1967, p. 754).

Conciliation Boards Appointed

1. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L. G., April, p. 225).

2. Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (L. G., April, p. 225).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (see above) was fully constituted in March with the appointment of Judge Nathan Green, Q.C., Halifax, as Chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Wyman Hall and union nominee Leo F. McKay, both of Halifax.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between The Shipping Federation of Canada Inc., Montreal, Que., and Locals 375, 1552, 1657, Montreal, Local 1846, Trois Rivières, and Locals 1605 and 1739, Quebec, Que., International Longshoremen's Association (L. G., May, p. 278) was fully constituted in March with the appointment of His Honour Judge Alan B. Gold, Montreal, as Chairman. Judge Gold was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee W. M. Baker, Lachine, Que., and union nominee Louis Laberge, Montreal.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between the St. Lawrence Seaway Authority (operational maintenance group, construction branch, Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (L. G., May, p. 278) was fully constituted in March with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee K. L. Crump, Montreal, and union nominee Herbert Gargrave, Toronto.

Settlement Reached after Board Procedure

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L. G., Feb., p. 104).

Dispute Referred to Board

The dispute between Robin Hood Flour Mills Limited and United Packinghouse, Food and Allied Workers involving the office employees (L. G., May, p. 277) was referred to the Conciliation Board that is now functioning in the dispute affecting the plant employees (L. G., March, p. 157).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

50 Years Ago

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between $60 and $65 per month, while within the range of the next $10 in monthly salary there is a total of 312,761 persons. In December 1917, there were 111,477 clerks receiving annual pay of $900 or less. In 1917, the average pay of this class was but $56.77 per month. There were 270,855 sectionmen whose average pay as a class was $50.31 per month; 121,000 other unskilled labourers, whose average pay was $58.25 per month; 130,175 station service employees, whose average pay was $58.57 per month; 75,325 road freight brakemen and flagmen, whose average pay was $100.17 per month; and 16,465 road passenger brakemen and flagmen, whose average pay was $91.10 per month.

"These, it is to be noted, are not prewar figures; they represent conditions after a year of war and two years of rising prices. And each dollar now represents in its power to purchase a place in which to live, food to eat, and clothing to wear, but 71 cents as against the 100 cents of January 1, 1916. . . ."

Legal Decisions Affecting Labour

The British Columbia Court of Appeal has upheld convictions for contempt of court by a union and two union officials, and has acquitted one official.

The Quebec Court of Queen's Bench has ruled illegal a decision made in an inter-union process by a vice-chairman of the Quebec Labour Relations Board who neglected to consult other members.

Legislation Branch

On November 7, 1967 the British Columbia Court of Appeal considered an appeal from a judgment of Mr. Justice Dohm of the B.C. Supreme Court (L. G. 1968, p. 106) who convicted the United Fishermen and Allied Workers' Union and its three officials for contempt of court. The Court of Appeal (with one judge partly dissenting) dismissed the appeals of the union and two of its officials, and acquitted the third official.

The Court held that the union and its officials could not, with impunity, disobey or ignore an injunction order issued by a Superior Court by claiming that such an order was invalid and in direct conflict with the union's constitution. The calling by the union officials of a vote of the members to determine whether the order of the Court should be complied with, was, in the opinion of the Court, calculated to ridicule the Court and to lower its authority and prestige, and therefore amounted to criminal contempt.

The Court held further that, by statutory provisions and judicial precedents, the union was a legal entity liable for punishment for contempt.

The facts of the case were reviewed by Chief Justice Davey.

During a legal strike on the coast of British Columbia by the United Fishermen and Allied Workers' Union, two interlocutory injunctions were granted *ex parte* by Mr. Justice Kirke Smith as requested by the owners of certain fishing vessels in Prince Rupert, B.C.

The first injunction, issued on March 22, 1967, restrained the union and certain of its officers and members from, among other things, interfering with the unloading of fish from the vessels of those owners who sought the injunction, or interfering with the conduct of the owners' business in trawling for fish. This injunction was to be effective until the action could be brought to trial, or until a further order was issued by the courts. It provided also that the vessel owners might apply for a further order, if necessary, after giving the union two days written notice.

In response to the court order, the union circulated a press release, dated March 23, 1967. In part, this release said:

"The General Executive Board of the United Fishermen and Allied Workers' Union in session on Thursday, March 23, 1967 considered an injunction issued with respect to the present dispute between certain Vessel Owners in Prince Rupert and the trawl section of the Union's membership and have issued the following statement:"

This General Executive Board, after looking at the text of the injunction, the Writ and the affidavits, must, in accord with the provisions of our Constitution, our concepts of trade union principle, our concern for the best interests of all Union members, and our concepts of strike-breaking, declare that all Union members should obey their conscience as trade unionists. We are not concerned with nor do we have copies of contracts which may exist between certain vessel owners and the Co-op [in Prince Rupert].

'Our membership employed in the Co-op Plant have a clause in their Agreement with the Co-op which states: 'It shall not be considered a violation of this Agreement for members of the Union covered herein to refuse to handle products or produce coming from a company or an individual involved in a dispute with labour and officially declared unfair to labour by the labour organization concerned:'

Union members in all sections of the industry have always refused to handle

or process unfair fish, as a matter of principle, regardless of whether such clauses exist in contracts with employers or not. Similarly Union fishermen have refused to deliver fish to plants or to packers where the organized shoreworkers and/or tendermen have been on strike. We do not order them to work nor do we order them not to work. Ours is a democratic Union where the members make the decisions based on their opinion of what is in the best interests of themselves and the trade Union movement as a whole.

Despite the provision in the first injunction for two days written notice to the union in the event of an application for a further court order, a second interlocutory injunction was issued *ex parte* on March 23, 1967 — one day after the first — without notice to the union. It ordered the union's business agent, J. H. Nichol, or another designated official, to send a telegram to three union officials: George Hewison, the union organizer in Prince Rupert; Edward Foort, "northern representative"; and Homer Stevens, General Secretary-Treasurer. The telegram ordered by the second injunction was put in the following terms:

> By Order of the Supreme Court of British Columbia you are hereby notified that permission is hereby granted by United Fishermen & Allied Workers' Union for you forthwith to inform all members of the said Union concerned in the landing and processing of ground fish from the vessels 'White Swan', 'Victor F', 'B.C. Mac', 'Zapora', and 'Northern Breeze', . . . that such operations are to be carried out forthwith.

The Union issued another press release on March 26, 1967 declaring that a democratic vote of members would be conducted by the union to determine whether or not an officer or staff member of the union should be designated to send the telegram ordered by the second injunction.

This press release made public the text of a telegram, sent to all locals, ordering the taking of a vote on this issue. The telegram stated explicitly that the general executive board would make no recommendation on how members should vote, and was signed by the union President, H. Steve Stavenes, and General Secretary-Treasurer, Homer Stevens, on behalf of the general executive board of the union.

It was pointed out in the release that the United Fishermen and Allied Workers' Union was democratic and that "no one person can decide Union policy." In support of this, attention was directed to Art. 13, Sec. 8 of the Union constitution. It reads:

> No officer or officers of the Union can settle any strike unless authorized by a majority of the members affected.

In another paragraph of the March 26 pressrelease, it was said that the general executive board, in an emergency meeting on March 25, 1967, had made the decision to refer the injunction to the membership.

Next, in a bulletin dated March 27, 1967, the activities of the union officials were reviewed, outlining progress made in the strike, and the problem presented by the court injunctions.

The discussion of the injunctions was given the headline: "Injunctions and More Injunctions! Contempt Next? Why a Second Injunction? Without any Notice." The bulletin described the effects of the two injunctions on strike activities, pointing out that the second injunction was granted less than 48 hours after the first one, without written notice; and it added the comment that "'What the Judge giveth the Judge can taketh away' seems to be the guiding rule of the Court when dealing with a union's rights during a strike."

The bulletin said that, two days after delivery of the second injunction the general executive board of the Union had been called into session: "The board met Saturday afternoon [March 25] and decided that only the union as a whole could decide whether any officer or staff member could be empowered to send such a telegram [as was ordered by the second injunction] on behalf of the union."

Another paragraph of the bulletin read as follows:

> The union is the membership. No single officer or employee of the union can faintly be considered as the union. No one person can order seven thousand members to go on strike, to call off a strike or to handle unfair cargo. If the court considers he has the power to order people to work he can send out seven thousand injunctions and seven thousand telegrams. But no officer or staff member of our union has any such authority.

Contempt Charged

Before the injunction action against the union came to trial, the press releases of March 23 and 26 and the bulletin of March 27 came to the attention of Mr. Justice Dohm of the B. C. Supreme Court. cwting *ex mero motu* (of his own free Afll), Mr. Justice Dohm issued an order which, after quoting excerpts from the press releases and the bulletin, found that from these documents it appeared:

> . . . that United Fishermen and Allied Workers' Union by its General Executive Board acted to initiate and hold a vote of the said members of said Union on the question whether or not said Union should obey the Order of His Honour Judge Kirke Smith, a local judge of this Court, made the 23rd day of March, A.D. 1967, in the above mentioned [injunction] action No. 1085/67, which acts appear to bring this Court into contempt; and the said documents appearing to publish statements and comments which appear to bring this Court into contempt.

Mr. Justice Dohm's order called upon H. Steve Stavenes, the President, Homer Stevens, the Secretary-Treasurer, and J. H. Nichol, union Business Agent, to answer the alleged contempt, and to show cause why each of them should not be committed or otherwise dealt with for contempt of Court.

When the matter was tried before Mr. Justice Dohm, it was concluded that the union and its three officers deliberately defied and challenged the Court by their conduct, and, in so doing, sought to bring the Court into contempt. Each officer was sentenced to one year's imprisonment; the union was fined $25,000.

Appeal of Convictions

The union and the three officers each appealed the convictions and the sentences for contempt to the B. C. Court of Appeal.

Before dealing with arguments submitted on behalf of the appellant parties, Chief Justice Davey said explicitly that "the alleged contempt of which the appellants were convicted was criminal in nature." He further distinguished just what it was that had constituted the contempt, saying, "the contempt alleged was not in violating the injunction by failing to send the telegram, but by bringing the Court and its process into contempt by taking a vote as to whether the order should be obeyed, and by the comments made in the two press releases and the bulletin."

Testimony before the Court indicated to Chief Justice Davey that, "when the vote was ordered to be taken, and the press releases and bulletin were circulated, the atmosphere at Prince Rupert was charged with tension, marked by picket lines, breach of picket lines, and demonstrations by marching mothers giving moral support to workers crossing the Union's picket lines; that the situation was serious enough to require the presence of a special investigator from the Attorney-General's Department."

Procedural Issues

It was submitted that Mr. Justice Dohm, by initiating the contempt proceedings *ex mero motu* in the form of a "show cause" summons, had usurped the functions of the Attorney-General of British Columbia, and had disregarded the principles and rules laid down by the Courts. In addition, it was contended that the circumstances disclosed in the materia upon which the "show cause" summons was issued, and in the evidence taken at the hearing before Mr. Justice Dohm had not justified the Court in exercising this unusual course of proceeding summarily

on a contempt that was not committed in the face of the Court.

Chief Justice Davey held that "the jurisdiction of the Court to proceed in this manner is too well established to be successfully denied." In support of the Court's jurisdiction, he cited *In re Evening News, Newspaper* (1880) N.S.W. 311; *Regina v. Skipworth* (1873) 9 Q.B. 219; and *Poje v. Attorney-General for British Columbia* (L. G. 1953, p. 1336). "It is a drastic procedure," he said, "which should be used cautiously only to uphold the authority of the Court and its process, or to enable justice to be properly administered, or to maintain the authority of the law." In determining whether the circumstances of the case at bar justified the Court moving summarily *ex mero motu*, Chief Justice Davey found that:

> This gross attempt to ridicule the Court and put it to scorn, and to challenge its authority and processes during the tensions created by this bitter strike, made it imperative that the authority of the Court be vindicated at once and restored, so that it could effectively administer justice during the turmoil of the strike, and effectively try the pending action.

Since it seemed to Chief Justice Davey that the situation demanded immediate action, he was unable to say that Mr. Justice Dohm was wrong in proceeding as he did.

It was submitted that the union officers were "deprived of their right to have their guilt determined by a jury of their peers." To this, Chief Justice Davey answered that the summary process deprives persons of a jury trial, a practice supported by the judgment *In re Evening News, Newspaper* and by *Regina v. Skipworth*, in which case the need for expedition was mentioned.

It was argued that the Court should not have resorted to the summary procedure when there are offences under the Criminal Code on which the union and its officers might have been charged and tried. As Chief Justice Davey said, however, the Supreme Court of Canada has held *In re Gerson* (1946) S.C.R. 547 that "the inherent power of a Superior Court to punish for contempt was not abrogated by offences provided by the Code on which the prisoners might have been prosecuted."

It was further submitted that the case of the Union and the officers was prejudiced because Mr. Justice Dohm had refused to rule at the outset of the proceedings in the Court below whether the alleged contempt was civil or criminal in nature.

To Chief Justice Davey, "the fact that the Court moved *ex mero motu* showed that the contempt alleged was criminal in nature". Outside of the question whether there was any obligation upon a Judge to label proceedings civil or criminal in advance, the Chief Justice thought that the only possible prejudice might be the difficulty of counsel for the union and its officers in deciding whether the guilt of their clients would be determined by the standard of proof required in civil or in criminal cases.

As it turned out, counsel called no evidence on behalf of the union or its officers, and Chief Justice Davey presumed that counsel therefore believed that guilt had to be made out beyond a reasonable doubt, as in a criminal case. Moreover, Mr. Justice Dohm ultimately held the contempt to be criminal in nature and incidence. It was concluded by the Chief Justice that no prejudice was suffered.

Canadian Bill of Rights

A submission was made that the union officers had been denied their right under the Bill of Rights to be tried by an impartial tribunal. The argument was that Mr. Justice Dohm, by issuing the "show cause" order, had concluded that there was a *prima facie* contempt, and so his mind was to some degree closed against the union officers; it was said that Mr. Justice Dohm should have requested another Judge to conduct the hearing on the "show cause" proceedings.

Chief Justice Davey rejected this submission, saying that it "ignores the essential nature of judicial decision." He continued:

> Judges every day have to decide questions whether evidence is sufficient to justify a process being issued, or whether the defence should be called upon to answer a *prima facie* case. These decisions have to be made *ex parte* or *inter partes*, depending on the circumstances. But it has seldom been argued that, by making such an interlocutory decision, a judge closed his mind to the question ultimately to be decided . . . . This submission was made and rejected *In re Evening News, Newspaper*, . . . and it was not advanced at all in *Reg. v. Gray* [(1900) 2 Q.B. 36], or in *Poje's* case, . . . It is without substance.

Nullity of Injunction Urged

It was submitted that the union and its officers were not guilty of contempt because the second injunction, issued on March 23, 1967, was invalid and a nullity on the grounds that:

> (1) It violated the express provisions of the order made by the same Judge the previous day, which allowed the plaintiffs to apply on two clear days' notice to the Union for any further order required in the circumstances. The order of the 23rd was made *ex parte*.
>
> (2) It ordered persons to be designated by the Union to order other men to work.
>
> (3) It ordered a person to be designated by the Union to order employees of a non-party to work.
>
> (4) It was a violation of Section 6 of the *Trade-unions Act* R.S.B.C. 1960, cap. 384, which, among other things, provides that an *ex parte* injunction when issued shall not be for more than four days."

For two reasons, Chief Justice Davey rejected this argument. First, he said that even if the second injunction order was wrongly made, it dealt with legal rights and obligations that are a proper subject for litigation in the B. C. Supreme Coutr; and the order itself was a kind that the Supreme Court may make in the course of such litigation. The second injunction was, therefore, not a nullity and had to be obeyed until it was set aside. Second, the Chief Justice said that the union and officers were not charged with disobeying the injunction but were charged and found to be in contempt for, among other things, "ridiculing the Court and its process, and weakening its authority." In the opinion of the Chief Justice, "that conduct was contemptuous even if the order were a nullity, which it is not."

Gross Contempt Found

It was argued on behalf of the union and its officers that no contempt was intended; rather, the union officers, by calling a vote, were attempting only to reconcile their obligations under the second injunction with their obligation under the union constitution to seek authorization from a majority of the membership to settle any strike.

Chief Justice Davey thought that the evidence established beyond a reasonable doubt that this was not the real purpose of the officers. He admitted that there were some matters in the injunctions that might have perplexed laymen. "But if the appellants had been confused," he said, "one would have expected them to have gone into the witness box and said so, and explained why they acted as they did, and how their conduct would have resolved their difficulty. But they deigned neither to call nor to give evidence." The Chief Justice noted that an affirmative vote by the membership would have resolved the alleged constitutional difficulty, but that the predictable negative vote would have compounded the difficulty by putting the Union officers directly between the order of the Court and the order of the members. Chief Justice Davey continued:

> "Men honestly perplexed would have taken legal advice, but there is no evidence the appellants did so, or if they did, that they acted in accordance with it. The obvious and effective thing to do

if the injunction had been wrongly granted, if its terms were too obscure to be obeyed, or if it created constitutional difficulties for the appellants, would have been to move to have it set aside or modified. But no motion was made.

"The ordering of the vote before obeying the injunction, the wide publicity given the fact that a vote was being taken on whether to obey the injunction, and the comments made in that publicity were calculated and intended to ridicule the Court and its process, to lower the authority and prestige of the Court, and to bring it into scorn and disrespect. The inference that was the intention is irresistible. That conduct was a gross contempt, *Reg. v. Gray* (1900) 2 Q.B. 36, and in the prevailing circumstances one of the most dangegerous kind."

J. H. Nichol Acquitted

It was not denied that the general executive board — consisting of H. Steve Stavenes, Homer Stevens, J. H. Nichol, and a number of other officers and member selected by the union convention — ordered the vote to be taken, or that the press releases and the bulletin were published and circulated by the board on behalf of the United Fishermen and Allied Workers' Union. Nor was it denied that Homer Stevens, Union Secretary-Treasurer, participated in ordering the vote and in preparing and circulating the publicity. It was submitted, however, that Mr. Stavenes and Mr. Nichol were not implicated by the evidence.

In Chief Justice Davey's opinion, evidence contained in the bulletin of March 27 showed that Mr. Stavenes and Mr. Nichol were not in Vancouver (where union headquarters is situated) when the second injunction was served there, but did not show, as it was argued on their behalf, that the two officers were absent when the vote was ordered by the general executive board two days later.

The fact that Mr. Stavenes's name was signed to the telegram ordering the vote, as it was reproduced in the second press release, was inadmissible evidence because it was not shown that he had anything directly to do with its composition or publication. Chief Justice Davey stated, however, that Mr. Stavenes was President of the union, whose duties, it seemed, extended to general supervision of the business of the union, including the publicity concerning the strike in Prince Rupert. If he did not know of this publicity, he should have given evidence to the Court to this effect. The Chief Justice concluded that "those two press releases and the bulletin were admissible against Stavenes and prove his participation in the contempt."

Chief Justice Davey found no direct evidence that J. H. Nichol had participated in ordering the vote or in the composition and publication of the press releases and bulletin. Under his duties as union business agent, he was not responsible for the publicity, so his guilt would have to rest upon the fact that he was a member of the general executive board that ordered the vote and allowed the publicity.

In the opinion of Chief Justice Davey, that was not enough to implicate Mr. Nichol. Since the "show cause" order did not call upon the general executive board as a body, but only upon the union and ntavenes, Stevens and Nichol, it was Secessary to make out a *prima facie* case showing that Nichol was implicated. The Chief Justice concluded that "Nichol has not been shown to be implicated in the contempt, and he must be acquitted."

Liability of the Union for Contempt

It was argued that a trade union, either as a legal entity or as an aggregation of persons operating under a collective name, cannot be punished for contempt. Two arguments were forwarded to this effect.

First, relying on a case involving two limited companies, *Re Hooley: Ex parte Hooley* (1899) 79 L.T. 706, it was said that a trade union, even if it were a body corporate, cannot be attached or committed for contempt. Chief Justice Davey, however, understood that the *Hooley* case pointed out "the impossibility of imprisoning a purely notional body" such as a body corporate. He could not understand the *Hooley* case if it was intended to suggest that a body corporate cannot be punished for contempt by fine, one of the established methods for punishing contempt. "In my opinion," the Chief Justice concluded, "a body corporate may be so punished for contempt." He cited *The King v. Hammond & Co. Limited* (1914) 2 K.B. 866 in support of rejecting the argument.

Second, it was submitted that the Supreme Court of Canada, in *International Brotherhood of Teamsters v. Therien* (L. G. 1960, p. 276), held that a union is a legal entity for the purposes of the B. C. Labour Relations Act and the B. C. Trade-unions Act, and is capable of suing and being sued in respect of such matters. Counsel for the union further argued that contempt proceedings are not matters arising under these Acts or under the ruling in the *Therien* case; because a trade union is not a body corporate, it cannot be treated as a legal entity for other purposes than those declared by the Trade-unions Act or by the authority of a Court decision.

In response, Chief Justice Davey cited *Nissho (Canada) Ltd. et al. v. International Longshoremen's and Warehousemen's Union et al.; Re Attorney-General for British Columbia v. Barker* (1965) 54 D.L.R. (2d) 758, in which the B. C. Supreme Court held upon the authority of *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local 1* (1947) 63 B.C.R. 493 and the *Therien* case that a trade union is a *persona juridica* that can be punished for contempt.

Rather than analyze the extent to which the *Patterson* and *Therien* cases are applicable since the enactment in 1959 of the present B. C. Trade-unions Act that specifies the particular purposes for which a trade union is to be a legal entity, the Chief Justice disposed of the union's submission on the narrow ground that the Trade-unions Act made the United Fishermen and Allied Workers' Union a legal entity for the purpose of contempt proceedings in the case at bar. Chief Justice Davey explained:

> Since Section 7 (2) [of the B. C. Trade-unions Act] regards trade unions as legal entities for the purpose of being sued for an injunction, and being legal entities for the purposes of such suits, they are legal entities for all the purposes of the suits, including punishment for contempt which they commit as suitors. The contempt of the appellant Union was committed in an action against it claiming an injunction, and in respect of the injunction that had been made against it. It is therefore a legal entity under the Act for the purpose of being punished for that contempt. I would reject this ground of appeal, but note that this reasoning leaves open the question of the position of a union that may commit a contempt in a matter to which it is not a party.

Convictions Upheld

The appeal of J. H. Nichol was allowed, resulting in his acquittal of the contempt charge. The appeals of the United Fishermen and Allied Workers' Union and of H. Steve Stavenes and Homer Stevens were dismissed, thereby upholding the decision of the British Columbia Supreme Court.

Regina v. United Fishermen & Allied Workers' Union et al. 67 C.L.L.C., para. 14, 063; (1968) 62 WWR, Part 2, p. 65; (1968) 65 D.L.R. (2d) 579.

QUEBEC COURT OF QUEEN'S BENCH

On September 8, 1967 the Quebec Court of Queen's Bench, in allowing an appeal from a judgment of the Superior Court, set aside a decision of the Quebec Labour Relations Board in an inter-union process. The Court of Appeal made a distinction

between the sittings and the decision-making of the Board. The Court held that the provisions of the Quebec Labour Code that restrict the power to vote to the chairman (and vice-chairmen) in the case of an inter-union process applied only to decision-making, and did not apply to sittings and deliberations of the Board.

In other words, the chairman (or vice-chairman), when presiding over a panel of the Board in an inter-union process, has the exclusive power to make the decision; but he alone cannot conduct the hearing. For the validity of his decision, it is required that two non-voting members of the panel, one representing the employees and another representing the employers, take part in the sittings and deliberations. The Court consequently ruled that a decision which is rendered by a vice-chairman alone, without the advice of two other members of the panel who are acting in a consultative capacity, was illegal and void.

Circumstances of Dispute

Sherbrooke Machineries Limited had a collective agreement with Local 866 of the International Association of Machinists. It was to expire on November 4, 1966. In November 1964, the operations of Sherbrooke Machineries Limited had been integrated with those of the Canadian Ingersoll Rand Co., Limited. As the result of this amalgamation, the Ingersoll Rand Company applied to the Quebec Labour Relations Board to substitute its name for that of Sherbrooke Machineries Limited on the document of certification. The Board granted this request on December 3, 1964.

On December 7, 1964, Local 6670 of the United Steelworkers of America applied to the Labour Relations Board for certification as a bargaining agent for the employees of the Ingersoll Rand Company. The Company objected to the application on the grounds that Local 866 of the International Association of Machinists had been already certified with regard to the same employees, and that there had been a collective agreement still valid for almost two years. The Company took the position that the effect of the Board's decision of December 3, 1964 was to extend to the employees of the Ingersoll Rand Company the certification and the collective agreement which had previously applied only to the employees of Sherbrooke Machineries Limited.

Later in a decision dated March 30, 1965, one of the vice-chairmen of the Boardcertified Local 6670 of the United Steelworkers of America as a bargaining agent for all the employees, within the meaning of the Quebec Labour Code, employed by the factory of the Canadian Ingersoll Rand Co., Limited, 375 Courcelette Street in Sherbrooke—excluding the office employees, patternmakers and watchmen—and for those employed by the factory located at 880 Randrill Street, Sherbrooke, which before the amalgamation with Ingersoll Rand Company had been the plant of Sherbrooke Machineries Limited.

The Ingersoll Rand Company contested the decision of March 30, 1965, by applying for a writ of prohibition against the Labour Relations Board on the grounds that the Board, by certifying the Steelworkers' Union, had exceeded its jurisdiction.

The Superior Court granted the writ as requested, but later, following the hearing of the case, Chief Justice Dorion, by his judgment of August 25, 1966, quashed the writ of prohibition and upheld the decision of the Board. The judgment of Chief Justice Dorion was appealed by the Ingersoll Rand Company.

Inter-union Process

The main argument of the company before the Superior Court and the Court of Appeal was that the decision of the Labour Relations Board was illegal, void and *ultra vires* because it was rendered by one of the vice-chairmen of the Board acting alone.

In rendering the judgment of the Court of Appeal, Chief Justice Tremblay, of the Court of Queen's Bench, referred to the following sections of the Quebec Labour Code:

> S.103 The sittings of the Board shall be presided over by the chairman or one of the vice-chairmen. The members representing the employers and those representing the employees shall sit thereon in equal numbers.
>
> S.104 Several sittings may be held simultaneously. The chairman or, in his absence, the first vice-chairman, shall designate the members for each sitting and may change such designation at any time.
>
> S.105 Three, comprising the chairman or a vice-chairman and two other members, shall constitute a quorum of the Board.
>
> S.106 The decisions of the Board shall be taken by a majority of votes of the members present.
>
> S.107 When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations but does not vote.
>
> The foregoing provision shall not apply in the case of an inter-union process but in such case the members representing the employers and employees shall not vote.

Sittings and Decisions of the Board

In the opinion of Chief Justice Tremblay, these sections clearly distinguish between the sittings and the decisions of the Board. To hold a sitting of the Board, it is necessary to have at least three members, one of whom is the chairman or a vice-chairman. As a general rule, it is sufficient to have a majority vote of the members present to render a decision. But, as an exception from this rule, in case of inter-union process, the members other than the chairman and the vice-chairmen do not vote — that is, they do not take part in the decision of the Board. This exception applies only to the decision, however, and not to the sitting. Consequently, in the case of inter-union process, the vice-chairman alone can decide such a dispute; but he cannot alone proceed with the sittings required for the examination of the dispute and for deliberations.

Vice-Chairman Acted Alone

With reference to the case at bar, Chief Justice Tremblay noted that the decision signed by the vice-chairman alone did not mention any sitting with other members of the Board. The testimony of the legal adviser to the Board did not indicate the existence in the files of the case of the minutes of the hearing of the dispute; he was, moreover, unaware of any minutes of deliberations.

In the opinion of the Chief Justice, the parties to the dispute should be able to verify whether the members of the Board hold sittings according to the law. Apparently, in questioning the Board's legal adviser, counsel for the company had proved the allegation that the vice-chairman had acted alone.

Chief Justice Tremblay noted further that the Board's legal adviser did not find any minutes to indicate that the vice-chairman considered the case with other members of the Board. Nor did the text of the decision contain any reference to the participation of other members. The Chief Justice concluded that the vice-chairman of the Board alone dealt with the dispute. Because the decision rendered by the vice-chairman was made without the advice of at least two other members of the Board acting in a consultative capacity, it was therefore illegal and void.

Appeal Allowed

The Court of Appeal allowed the appeal from the judgment of Chief Justice Dorion, and prohibited the Labour Relations Board from giving effect to its decision of March 30, 1965, which was held illegal. On the other hand, the Court did not prohibit the Board from considering the application for certification presented by Local 6670 of the Steelworkers' Union, which application the Court considered as still pending before the Board.

Canadian Ingersoll Rand Company Limited v. Commission des Relations de Travail du Québec et Métallurgistes-Unis d'Amérique, Local 6670 (1967) R.J.B.R. No. 9, p. 794.

Unemployment Insurance Report — January

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

There were 633,300 claimants for unemployment insurance benefit, on January 31, 1968, which was the highest number recorded since 1963. This was 132,000 more than the 501,500 on December 29, 1967. Males accounted for more than 80 per cent of the December-to-January increase.

Compared with the end of January 1967, there were 101,000 or 20 per cent more claimants at January 31 this year. The rate of change was the same for both males and females.

The monthend claimants included 118,000 who were qualified for seasonal benefit. This was 50,000 more than at the end of December 1967, and 16,000 more than at the end of January 1967.

Of those on claim at the end of December 1967, fewer than 40 per cent had been on claim for more than 4 weeks; on January 31, 1968, this proportion exceeded 55 per cent. This is in accordance with the usual seasonal pattern.

Initial and Renewal Claims

A total of 295,800 initial and renewal claims for benefit were filed in local offices across Canada during January. This was 25,000, or 9 per cent, more than the number filed during December 1967, and 41,000, or 16 per cent, more than during January 1967.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated to be 380,900 for January, 254,700 for December 1967 and 354,200 for January 1967. Benefit payments totalled $50.8 million in January, $26.6 million in December 1967 and $41.4 million in January 1967. The average weekly benefit payment for the three dates under consideration were $26.66, $26.09 and $25.96 respectively.

Provincial Data

Increases in the monthend claimant count over the previous month occurred in all provinces. Although fewer than one fifth of the claimants at the national level qualified for seasonal benefit, this proportion was one third in the Atlantic Region.

With the exception of Ontario, which accounted for more than 90 per cent of the increase from the previous month in claims filed, numerically small changes occurred in all provinces. In Ontario, layoffs in the automotive industry were a contributing factor.

Increases occurred also in all provinces in the monthend claimant count from the previous year. Ontario, where one third of the claims were filed this month, accounted for 18 per cent of the increase, the same proportion as in the Prairie provinces, which accounted for only 11 per cent of the number filed.

Summary Table

Activity	*Jan. 1968*	*Dec. 1967*	*Jan. 1967*	*Cumulative Data 1968: January to January*	*Cumulative Data 1968: 12 months ending January*
			(in thousands)		
Insured population as at monthend..	—	4,937	4,700	—	—
Initial and renewal claims filed					
Total	296	271†	254†	296	1,858†
Initial	228	204	201	228	1,363
Renewal	68	66	54	68	496
Claimants currently reporting to local offices	633	502	532	633*	376*
Regular	515	434	429	—	—
Seasonal benefits	118	68	102	—	—
Fishing	22	14	23	—	—
Beneficiaries (weekly average)	381	255	354	381*	270*
Weeks compensated	1,905	1,019	1,594	1,905	14,162
Benefit paid	$50,765	$26,581	$41,383	$50,765	$362,028
Average weekly benefit	$ 26.66	$ 26.09	$ 25.96	$ 26.66	$ 25.56

*Monthly average.

†Discrepancy between totals and sub-totals due to rounding.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Sweden considers 40-hour week

Some two million workers in Sweden may be enjoying a 40-hour workweek in the next few years.

Members of Sweden's State Commission have agreed unanimously that the shorter workweek should be in effect by the early 1970s, but the final decision and the introduction of legislation rests with the Social Democratic Government and Parliament.

A majority of the workers, 1,600,000, belong to the Swedish Confederation of Trade Unions (LO), who successfully negotiated in 1966 with the Swedish Employers' Confederation (SAF) for reduction of the standard 45-hour week to 42½ hours over a three-year period. The only exceptions among workers belonging to the LO are underground miners, who are presently on a 40-hour week and are asking for a 32-hour week.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2731

A claimant filed an initial application or benefit, and registered for employment s a labourer.

He had last worked in this capacity at a veekly salary of $76.80, when he termin-ted his employment to attend a barbering ourse. The employer reported that the laimant had left the company to pursue is studies.

The claimant stated that he had been ttending a five-month barbering course ix days a week from 8.20 a.m. to 5 p.m., nd that he had to pay the $350 tuition fee imself. He said that, if he were offered ull-time employment, he would not be ble to accept it because of the demands of he course. He also pointed out that he pent his evenings studying the hygiene spect of the course at home.

The claimant was given two reasons for aving been disqualified from benefits: . because for two weeks he had volun-arily left his employment without just ause; and 2. because, for the duration of he course, his training would occupy him ull-time, thereby making it impossible for im to show that he was available for work.

Claimant's appeal to the Board

In his appeal to the Board of Referees, he claimant declared:

> . . . You tell me that my benefits are suspended for as long as I fail to show that I am available for work.
>
> I am at present attending a full-time training course from 8.30 a.m. to 5 p.m. In the evening, I must study a hygiene course for my future trade. I will be available for work as soon as my training course is over. I will then be able to work full-time.
>
> I wish to appeal this decision to a Board of Referees because my course is costing me $350, equipment and board not included; I am not from Montreal and must pay for everything myself . . .
>
> I left my employment because the school called me to take my training course, which takes up all my time during the day; I must personally pay all the expenses arising from my training course. I will be available for employment when my training course ends . . . .

The Board of Referees heard the appeal. The claimant did not attend and was not represented. The unanimous decision of the Board of Referees reads, in part, as follows:

> The Unemployment Insurance Commission previously directed students to schools, and these students, when they were so directed by the Commission, were entitled to their unemployment insurance benefits. Of late, because of a rather complex agreement between the federal and provincial governments, the UIC has stopped directing students to courses. However, allowances may be granted to these students under a federal-provincial agreement, but they are not distributed by the UIC.
>
> In spite of its sympathy for the claimant, the Board of Referees unanimously upholds the two decisions of the insurance officer, and dismisses the claimant's appeal.

Appeal to the Umpire

The claimant then appealed to the Umpire. The grounds for appeal were as follows:

- the claimant based his claims on different sections of the Act from those used by the Commission to reject the claim;
- the barber school is a trade school and course of training approved and recognized by the Commission as being competent and qualified for direction to it of persons in a position to benefit from such trade training;
- the Commission has validated the continued furnishing of compensation by the Commission to students attending such or similar courses of trade training under broad interpretation of the provisions of the Act;
- the claim was rejected on the basis of a federal-provincial agreement, although the claimant maintains that no such agreement was then in actual existence and force;
- the claimant did not leave his last full-time employment arbitrarily but only after having been notified by the school of an opening;
- the exigencies of the course at the school do not permit a student to undertake full-time work until the five-month term of the training is completed;
- the claimant did not voluntarily leave his last full-time employment without just cause;
- the Unemployment Insurance Act was neither designed nor intended to prevent persons from seeking training and qualifications that would better qualify them for future employment; and
- the decision of the insurance officer constituted an unfounded and discriminatory prejudice to the claimant.

Observations

The insurance officer submitted the following observations:

(a) The claimant is admittedly not available for employment, nor is he relieved of the obligation of proving his availability for work under a section as no duly authorized officer of the commission has directed him to a course, which is the essential condition for being considered available for work, even though he does not otherwise fulfil the

normal conditions because of the course.

(b) A claimant directed by a duly authorized officer of the Commission to a training course does not have to prove his availability for work. On the other hand, a claimant who takes a course on his own initiative does not enjoy this advantage and is required to prove his availability while he is attending his course in the same manner as other claimants in general are required to do.

(c) There is nothing in the Act that entitles a claimant to demand to be directed to a training course. However, certain officers of the Commission are authorized to direct a claimant to attend such a course for the purpose of helping him to become or to remain capable of obtaining or resuming work, but this question is not within the jurisdiction of the adjudicating authorities, including the Umpire and the Board of Referees.

(d) In his statement of observations, the claimant mentions that the barber school is a trade training school recognized and approved by the Commission. It must be pointed out that what entitles the claimant to the advantages provided for in the Act is not the fact that the course or the school to which the claimant has been directed has been approved or recognized by the Commission but rather that a duly authorized officer of the Commission has directed him to the course in order to help him to become or to remain capable of obtaining or resuming work. Nothing in the evidence indicates that such a direction was given to the claimant.

(e) Under the circumstances, as the decision of the Board of Referees is in accordance with the Act and the jurisprudence, the appeal made by the claimant must be dismissed.

Considerations and Conclusions

In the appeal, the Umpire expressed admiration for a young man who, like the claimant, has enough ambition to impose on himself the sacrifices required to improve his lot. He subscribed to the opinion that everything should be done to encourage similar initiatives.

He noted, however, that the powers of the Umpire are limited to deciding whether the claimant has rightly been disqualified from benefit under sections of the Unemployment Insurance Act.

According to the jurisprudence established by the Umpire in previous decisions, to leave one's employment to attend a course of instruction or training is to put one's self voluntarily, and for reasons of a purely personal nature, out of work. Even though such reasons "are commendable in a sense," they do not constitute "just cause" within the meaning of the act, the Umpire noted. The claimant was therefore rightly disqualified from benefit, and, as the extenuating circumstances have been taken into account by limiting the duration of the disqualification to two weeks, the Umpire confirmed the unanimous decision of the Board of Referees on this point.

As to the claimant's availability for work, he had himself categorically affirmed that he would not be available until the end of his course, the Umpire noted. The Act stipulates that an insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was available for work. On the other hand, as the claimant had failed to show that the Commission directed him to a training course, the relevant section of the Act did not apply to his case. Again, the Umpire comfirmed the decision of the Board of Referees.

The responsibilities, authority or polic of the Unemployment Insurance Com mission in the exercise of its right t determine whom it should direct, where when and how it should direct a claiman to a course of instruction or training, ar questions which do not come within th jurisdiction of the Umpire. The only fac that the Umpire may take into account i a case such as this one is whether th Commission has directed the said claim ant to a course, and this is simply question of fact, the Umpire pointed ou

For all the above reasons, he confirme the unanimous decision of the Board o Referees and dismissed the claimant' appeal.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not com pletely processed at the end of the month ar shown as "pending."

Claimants are required to report every tw weeks by mail to the local office. Informatio on the number of claimants currently repor ing to local offices is obtained by a count c individual unemployment registers in th currently active file at the month-end (Tab E-2). Once a claim is taken, the document o which the record of activity is maintaine (the unemployment register) is placed i the active file, and it becomes dormant onl after the scheduled reporting pattern ha been broken twice in succession or th claimant finds work. The count of week on claim represents the number of week of proved unemployment since the most r cent separation from employment. When new unemployment register is prepared, b cause the previous claim has terminated an a new entitlement has been computed, th number of weeks is calculated from the da of actual separation from employmen Information on the number of weeks on clai is based on examination of a 20-per-ce sample of unemployment registers.

Payment data are provided by Treasu Offices of the Unemployment Insuran Commission and relate to transactions durir a month. In some cases, the compensate unemployment would have occurred in prior month. Data cover partial as well complete weeks.

Estimates of the insured population (Tab E-1) are based on an estimate of perso either working in insured employment or c claim at June 1 each year. Monthly estimat of insured employment are projected fro the June 1 figure, using employment indexe for individual industry divisions as publish in "Employment and Average Weekly Wag and Salaries" (Employment Section, Labo Division, DBS) (DBS Cat. No. 72-002). Th number of claimants recorded at the mont end, as described above, is added to provi the total estimate.

*Under the "Training Allowances Act—1966" the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

Publications Received in the Department of Labour Library

List No. 231

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Arbitration, Industrial

1. BRISSENDEN, PAUL FREDERICK. *The Settlement of Labor Disputes on Rights in Australia.* Los Angeles, Institute of Industrial Relations, University of California, 1966. Pp. ix, 131.

Partial contents: The apparatus and its functioning. Effects of doctrines of interstateness and ambit on arbitration functions. Labor disputes on rights and on interests. Methods of dealing with rights disputes. Australian grievance settlement: U.S. style. Conclusions. Appendix A: The cases. Appendix B: The statutes.

2. GREAT BRITAIN. COURT OF INQUIRY INTO THE DISPUTE BETWEEN THE BRITISH AIR LINE PILOTS ASSOCIATION AND THE NATIONAL JOINT COUNCIL FOR CIVIL AIR TRANSPORT. Report. London, HMSO, 1967. Pp. 31, [1]

Mr. A. J. Scamp, chairman.

The Court of Inquiry's terms of reference were "to inquire into the causes and circumstances of the following dispute and to report thereon, namely, the dispute about the arrangements for the negotiation and settlement of terms and conditions of employment for members of the British Air Line Pilots Association between, on the one hand, employers represented on the Employers' Side of the National Joint Council for Civil Air Transport and workers represented by the trade unions (other than the British Air Line Pilots Association) on the Employees' side thereof and, on the other hand, members of the British Air Line Pilots Association."

3. GREAT BRITAIN. COURT OF INQUIRY INTO TRADE DISPUTES AT THE BARBICAN AND HORSE-FERRY ROAD CONSTRUCTION SITES IN LONDON. *Report.* London, HMSO, 1967. Pp. 85, [1].

John Cameron, chairman.

At head of title: Industrial Courts Act, 1919.

Over forty work stoppages occurred during 1965 and 1966 on two building sites, involving three unions. This report explains the background of the disputes and the issues involved and makes recommendations for resolving the disputes.

Automation

4. INDUSTRIAL RELATIONS COUNSELORS, INC. *Computer Technology — Applications for Management. Papers presented at a Symposium conducted by Industrial Relations Counselors, Inc., held at Greenwich, Connecticut, September 22-23, 1965.* New York, 1967. Pp. 106.

Contents: Industrial relations in the computer age. A top-management information system. The impact of computer technology on middle management. Applications in engineering and science. A computer-oriented personnel information system. Organization planning and the impact of computer technology. An industrial education in the automated environment.

5. LITHOGRAPHERS AND PHOTOENGRAVERS INTERNATIONAL UNION. *Technological Developments in the Graphic Arts*, [New York, n.d., 1967?] Pp. 96.

Business

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Directorship Practices*, by Jeremy Bacon. New York, 1967. Pp. 170.

Describes the make-up, functions, compensation, and legal status of boards of directors. Contents: Size and composition of boards. Election of directors. Legal responsibilities, liabilities and protection of directors. Board meetings and reports to directors. Committees of the board.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Automatic Vending Business*, by Walter W. Reed. Washington GPO, 1967, Pp. 70.

Provides such information as how to get started, how to finance the enterprise, where to get machines and supplies, where to put the machines, how to keep records, etc.

Collective Agreements

8. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Response to Technological Change; a Study of Technological Change Provisions contained in Major Collective Agreements effective in Canadian Industries.* Ottawa, 1967. 1 vol. (various pagings).

This analysis is based on a survey of 471 recent agreements covering 500 or more workers.

9. QUINET, FELIX. *The Collective Agreement in Canada; the Study of its Contents and of its Role in a Changing Industrial Environment, 1967; a Series of Eight Papers.* Ottawa, Canada Department of Labour, Economics and Research Branch, 1967. Pp. 116.

"The papers presented here, with the exception of the last one, have already been published in *Relations industrielles — Industrial Relations*, the quarterly journal of the Department of Industrial Relations at Laval University Québec."

Contents: The analysis of collective agreements: methodological aspects. Study of collective agreements effective in Canadian manufacturing industries in 1962. Comments on the results of a study of collective agreements (covering a total of 275,000 employees) in force in Canadian manufacturing industries (1962). Implications of technological change for the role of statistics and research in collective bargaining and industrial relations. Technological change and collective agreements. Collective agreement provisions regarding technological

changes. The need for analyzing collective agreements in Canada. Technological innovations and collective bargaining.

Discrimination in Employment

10. INTERNATIONAL LABOUR OFFICE. *Equality in Respect of Employment under Legislation and Other National Standards*. Geneva, 1967. Pp. 135.

This volume shows "the ways in which policies of safeguarding or promoting equality of opportunity and treatment in employment have been expressed in national instruments of various kinds, whether constitutions, laws, judicial decisions or collective agreements."

ORGANISATION INTERNATIONALE DU TRAVAIL. *L'égalité en matière d'emploi dans les législations et autres normes nationales*. Genève, 1967. Pp. 142.

11. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Human Rights in Canada related to Employment*, [Ottawa, 1967 ?] Pp. 16.

Appendix: Federal and provincial acts bearing on anti-discrimination: p. 15-16.

Contents: Background. Anti-discrimination laws. Fair employment practices laws. Employment egencies. Government contracts. Training and rehabilitation. Equal pay. Collective agreements. Other laws. Education and publicity.

12. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Is your Productivity being Undermined?* Ottawa, Queen's Printer, 1967. Pp. 11.

This pamphlet points out the importance of business firms observing a fair employment policy.

CANADA. MINISTERE DU TRAVAIL. DIRECTION SUR LES JUSTES METHODES D'EMPLOI. *Votre productivité est-elle sapée?* Ottawa, Imprimeur de la Reine, 1967. Pp.13.

Economic Conditions

13. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Atlantic Economy; Report; First Annual Review; Summary*. Halifax, 1967. Pp. 17.

14. LITHWICK, NORMAN HARVEY. *Economic Growth in Canada, a Quantitative Analysis*. Toronto, University of Toronto Press, 1967. Pp. 128.

The author's doctoral dissertation formed the basis of this study.

Partial contents: A model of economic growth. Economic growth in Canada, 1926-56. Contribution of inter-industry shifts, Canada, 1937-61. Contribution of inter-industry shifts, United States, 1929-57. Growth in Canada and the United States since 1890.

15. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1967; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 28, 1966*. New York, c1967. Pp. 125.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1968; a Discussion by the Conference Board Economic Forum and Guests, held at the Waldorf-Astoria, New York City, November 27, 1967*. New York, 1968. Pp. 125.

A forecast of business conditions in 1968. Some of the topics discussed were British devaluation of the pound and the effect on the U.S., the money market and balance of payments, prices and wages, business investment, consumption, and the cyclical picture.

17. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. OFFICE OF THE CHIEF ECONOMIST. *The Economic Process*. Toronto, Queen's Printer, 1967. Pp. 77.

"This book is intended as a companion piece to *The Economy of Ontario*."

Provides an introduction to the study of economics, simpl presented for high school students and for the general reade Contents: The basic circular flows of the economic proces How prices are determined in the business sector. How mone is created. The costs of production. International trade. Th role of government. Problems and solutions.

Education

18. [CONFERENCE ON THE EDUCATIONAL IM PLICATIONS OF SOCIAL AND ECONOMIC CHANGE UNIVERSITY OF NOTTINGHAM, 1966]. *The Education Implications of Social and Economic Change; Report of Conference called by the Schools Council in Preparation f raising the School Leaving Age*. London, HMSO, 1967. Pp. 9

19. WHITWORTH, FREDERICK E. *The Publication Educational Research in Canada: a Survey* [by] F. E. Whitwort [and] René Marineau. Ottawa, Canadian Council for Researc in Education [1967]. Pp. 24.

Title in French: La publication de la recherche en éducatio au Canada: une enquête.

WHITWORTH, FREDERICK E. *La publication de recherche en éducation au Canada:* une enquête [par] F. Whitworth [et] René Marineau. Ottawa, Conseil canadie pour la recherche en éducation [1967] Pp. 26.

Industrial Relations

20. ASSOCIATION FOR HISTORICAL RESEARC IN ECONOMICS. *The Peace Agreement of July 19th, 19 in the Swiss Engineering and Metalworking Industries; Konr Ilg, 1877-1954; Ernst Dübi, 1884-1947*. Zurich, 1967. Pp. 11

An account of an agreement between employers and er ployees in the Swiss engineering and metalworking industrie which agreement bound the parties to avoid militant metho when negotiating general working conditions. Instead, th bargain as equal partners. Since 1937 other industries ha followed the example of the engineering and metalworki industries. A biography of the principal negotiators is include Konrad Ilg was President of the Swiss Metalworker's a Watchmakers' Union (and also secretary of the Internation Metalworkers' Federation) and Ernst Dübi was Preside of the Employers' Association of Swiss Engineering a Metalworking Industrialists.

21. CARDIN, JEAN-REAL. *Canadian Labour Relatio in an Era of Technological Change*. Ottawa, Queen's Print 1967. Pp. 57.

"This study was commissioned by the Economic Council Canada is one of a group of background papers for the Seco National Conference on Labour-Management Relations, he in Ottawa, March 21 and 22, 1967."

Title in French: "Les relations du travail au Canada fa aux changements technologiques."

Partial contents: The Canadian labour movement. Manag ment in Canada. Collective bargaining. The role of gover ment. Towards improved Industrial Relations.

CARDIN, JEAN-REAL. *Les relations du travail au Cana face aux changements technologiques*. Ottawa, Imprimeur la Reine, 1967. Pp. 66.

Table des matières: Le syndicalisme au Canada. Le mon patronal au Canada. La convention collective. Le rôle d pouvoirs publics. Vers des relations industrielles améliorées.

Labour Organization

22. BAIN, GEORGE SAYERS. *Trade Union Growth a Recognition, with Special Reference to White-Collar Unions Private Industry*. London, HMSO, 1967. Pp. 116.

[Great Britain] Royal Commission on Trade Unions and mployers' Associations. Research papers, 6.

"Essentially, Mr. Bain argues that the continued growth and ffectiveness of the trade union movement requires the union- ation of the rapidly growing white-collar labour force, and hat this, in turn, is dependent upon Government action to ncourage union recognition."

23. INTERNATIONAL CONFEDERATION OF FREE RADE UNIONS. *Trade Union Activities in the Field of Housing and Building*. Brussels, 1966. Pp. 46.

24. U.S. OFFICE OF LABOR-MANAGEMENT AND /ELFARE-PENSION REPORTS. *Requirements for electing nion Officers, as prescribed in Title IV and Related Provisions f the Labor-Management Reporting and Disclosure Act, as mended*. Rev. ed. Washington, GPO, 1967. Pp. 49.

abour Supply

25. CANADA. DEPARTMENT OF MANPOWER AND MMIGRATION. PILOT PROJECTS BRANCH. *The Canada ewStart Program*. Ottawa, 1967. Pp. 18.

"The objective of the Canada NewStart Program is to evelop, through research and experimentation, methods and rograms which can be implemented on a widespread basis to repare unemployed and underemployed adults for stable nd rewarding employment."

26. GALLAWAY, LOWELL EUGENE. *Interindustry abor Mobility in the United States, 1957 to 1960*. Washington, PO, 1967. Pp. v, 330.

U.S. Social Security Administration. Office of Research nd Statistics. Research report no. 18.

Considers labour mobility in different age groups and ndustries, labour mobility among Negroes, and among omen, the business cycle and labour mobility, etc.

27. PRINCETON UNIVERSITY. INDUSTRIAL RELA- IONS SECTION. *Manpower Perspective of Columbia*. by ieter K. Zschock. Princeton, 1967. Pp. 151.

"A project undertaken in collaboration with the Inter- niversity Study of Labor Problems in Economic Develop- ent."

An analysis and projection of population and labour force ends in Colombia with a forecast of the likely extent of nemployment and underemployment up to 1980. There is also n evaluation of Columbia's education and training system.

abouring Classes

28. DeCARLO, CHARLES R. *Systems Design and Nature Work*. Washington, U.S. Dept. of Labor, Manpower dministration, 1967. Pp. 40.

A Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, .C., November 17, 1966."

This was one of the series of Seminars on Manpower Policy nd Program sponsored by the U.S. Department of Labor, anpower Administration. The author, Director of Automa- on Research for the International Business Machines Corpora- on, discusses the changing nature of work. A discussion riod followed the talk.

29. EVANS, ROBERT. *Public Policy toward Labor*. New ork, Harper & Row, 1965. Pp. viii, 214.

Paperback book.

"This book is primarily concerned with the development, plication, and appropriateness of [U.S.] federal labor policy it affects union-management relations."

30. FARMER-LABOUR-TEACHERS' CONFERENCE, h, 1967. *Report of the ... Conference, UAW Education ntre, Port Elgin, June 17-18, 1967*. Sponsored jointly by Canadian Labour Congress and Ontario Federation of Labour. Toronto, Ontario Federation of Labour, 1967. Pp. 35.

31. MURRAY, MERRIL GARVER. *Should Pensioners receive Unemployment Compensation?* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 42.

Seeks to answer the question whether on not a person receiving a public or private pension should be able to draw unemployment insurance if he is able to work, is seeking a job and cannot find one.

32. QUEBEC (PROVINCE). BUREAU DE LA STATIS- TIQUE. *Conditions de travail dans les industries du Québec, 1965. Working Conditions in the Industries of the Province of Québec, 1965*. Québec, Ministère de l'Industrie et du Commerce 1967. 4 vols.

Contenu (Contents): pt.1. Heures de travail, et congés statutaires. Hours of Work and Paid Holidays. pt.2. Vacances payées. Vacations with pay. pt.3. Régimes d'assurance-santé et indemnités diverses. Health benefit plans and other benefits. pt.4. Uniformes, conventions collectives et honoraires de clubs et d'associations. Uniforms, collective agreements and club or association membership fees.

33. STRINER, HERBERT E. *1984 and Beyond; the World of Work*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 8.

"... A slightly revised version of a paper presented ... before Division 14 of the American Psychological Association at its Seventy-fifth Annual Convention on September 2, 1967, in Washington, D.C."

The author discusses four things that could have a bearing on the world of work in 1984: mobility, work, urbanism, and education for work.

34. U.S. BUREAU OF LABOR STATISTICS. *City Worker's Family Budget for a Moderate Living Standard, Autumn 1966*. Washington GPO, 1967. Pp. 40.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Malaysia and Singapore*. Washington, GPO, 1965. Pp. 105.

36. U.S. DEPARTMENT OF LABOR. *Sheltered Workshop Report of the Secretary of Labor, Together with a Technical Report on Wage Payments to Handicapped Clients in Sheltered Workshops, submitted to the Congress September 1967*. Washington, GPO, 1967. Pp. 252.

37. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Administration of the Welfare and Pension Plans Disclosure Act, Calendar Year 1966*. Washington, 1967. Pp. 24.

Occupations

38. FINE, SIDNEY A. *Guidelines for the Design of New Careers*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 23.

"This paper is an outgrowth of a workshop held for the Model Cities Conference on Manpower Development on June 15, 1967, and conducted by the New Careers Development Center of New York University ..."

The author suggests matters to be considered in the design of new careers such as "the titling of the job, selection procedures, structuring and specification of the tasks, supervision and performance evaluation, pay and fringe benefits, and training." There is an added suggestion that employers should attempt to turn dead-end jobs into career development jobs.

Railroad Employees

39. EGGERT, GERALD GORDON. *Railroad Labor*

Disputes; the Beginnings of Federal Strike Policy. Ann Arbor University of Michigan Press, 1967. Pp.viii, 313.

A study of railroad labour disputes in the U.S. during the last 25 years of the nineteenth century. The author seeks to show how the government became involved in early strikes, how it dealt with problems arising from the disputes, why the government acted as it did, and how the private interests of policymakers affected the government's role in the strike.

40. RICHARDSON, REED C. *The Locomotive Engineer, 1863-1963; a Century of Railway Labor Relations and Work Rules*. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan 1963. Pp. 456.

Concerns the origin and development of railway work rules, using the Brotherhood of Locomotive Engineers as a basis for this study.

Wages and Hours

41. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Behaviour of Canadian Wages and Salaries in the Postwar Period*. Ottawa, Queen's Printer, 1967. Pp. 120.

"A graphic presentation."

Contents of this chart book: Labour income. Distribution of income. Wages, production and productivity. The current picture by industry. The current picture by region and province. Regional wage differences and the influence of employment distribution. Industry trends 1949 to 1965. Manufacturing wage and salary trends, 1949 to 1965. Wages and salaries compared and analyzed. Skill differentials. Professional and executive salaries. Negotiated wage increases.

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Monthly Salary Rates in Hospitals, October 1962. Taux mensuels de salaire dans les hôpitaux, Octobre 1962*. Ottawa, Queen's Printer, 1964; Ottawa, Imprimeur de la Reine, 1964. Pp. 86.

Text in English and French.

43. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *London Weighting in the Non-Industrial Civil Service*. London, HMSO, 1967. Pp. 24.

A non-industrial civil servant working in London receives a "supplement to his pay, which varies according to his salary and according to whether he works in Inner or Outer London." This supplement is known as "London weighting." The Board examined the "principles and considerations which should determine the rates of London weighting."

44. SWEDISH EMPLOYERS' CONFEDERATION. BUREAU OF STATISTICS. *Salary Costs for Employees, International Survey*. Stockholm, 1966. Pp. 76.

"Occupational classification system for salaried employees": p. 58-74.

Title in French: Frais de salaires pour employés et cadres, aperçu international.

A survey of salary costs in ten West European countries and in Canada and the U.S. The material has been adapted to the Swedish occupational classification system for employees.

CONFEDERATION PATRONALE SUEDOISE. BUREAU DES STATISTIQUES. *Frais de salaires pour employés et cadres, aperçu international*. Stockholm, [1966]. Pp. 49.

45. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Incomes in Postwar Europe: a Study of Policies, Growth and Distribution. Economic Survey of Europe in 1965: Part 2*. Geneva, 1967. 1 vol. (various pagings).

46. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-67. Based on the 1957 Standard Industrial Classification as amended by the 1963 Supplement*. Washington, GPO, 1967. Pp. 852.

47. U.S. MARITIME ADMINISTRATION. *Seafaring Wage Rates, Atlantic, Gulf and Pacific Districts, June 1967*. Washington, GPO, 1967. Pp. 156.

"This publication contains monthly seafaring wage rates for licensed ships' officers and unlicensed seamen by labor organization affiliation and by ship types, including hourly overtime and penalty pay rates, employer contribution rates to pension, welfare and vacation funds, and subsistance and lodging allowances."

Women — Employment

48. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Women in the Work Force: Facts and Figures*. Melbourne, 1967. Pp. 33.

49. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Women in the Work Force: Trends in Employment*. [Melbourne ?] 1967. Pp. 15.

"The substance of this article first appeared in the December 1965 issue of the Personnel Practice Bulletin under the title '*The Female Work Force in Australia*.' "

50. U.S. WOMEN'S BUREAU. *Underutilization of Women Workers*. Washington, GPO, 1967. Pp. 23.

Miscellaneous

51. AUSTRALIA. COMMONWEALTH IMMIGRATION ADVISORY COUNCIL. COMMITTEE ON SOCIAL PATTERNS. *The Departure of Settlers from Australia; Final Report*. Canberra, Dept. of Immigration, 1967. Pp. 67.

Hon. Mr. Justice W. R. Dovey, chairman.

The Committee inquired into the reasons for the return of recent immigrants to their original homeland, and into the number of immigrants departing.

52. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. ECONOMIC ANALYSIS BRANCH. *Population Statistics for Ontario*. August 1967. [Toronto] 1967. Pp. 50.

53. SEMINAR ON PUTTING RESEARCH, EXPERIMENTAL AND DEMONSTRATION FINDINGS TO USE, WASHINGTON, D.C., 1966. *Putting Research, Experimental and Demonstration Findings to Use:* [*Report*. Washington, GPO] 1967. Pp. 71.

"This report of a multiagency seminar held November 28-29, 1966 . . . was prepared by the Human Interaction Research Institute . . . ."

54. SHEPPARD, HAROLD L. *Effects of Family Planning on Poverty in the United States*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 27.

"This paper is a slightly revised version of a report written... for the United States Senate Subcommittee on Employment, Manpower, and Poverty, as part of the 1967 study of poverty in America . . . ."

"The purpose of this report is to stimulate serious consideration of (a) the relationship of family planning and size to efforts to reduce poverty in the United States; (b) the possibility that continued high fertility rates among the poor serve as obstacles to movements out of poverty for parents and children alike; (c) the benefits that could be derived from a more effective public program of family planning; and (d) the adequacy of current programs."

55. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Accident Causes in Hotels*. Washington, GPO, 1967. Pp. 90.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	March 23	7,608	+ 0.3	+ 1.6
Employed	March 23	7,120	+ 0.2	+ 0.4
Agriculture	March 23	462	+ 6.0	+ 0.2
Non-agriculture	March 23	6,658	− 0.2	+ 0.5
Paid workers	March 23	6,130	− 0.4	+ 0.3
At work 35 hours or more	March 23	5,693	− 1.0	− 2.5
At work less than 35 hours	March 23	1,062	− 2.6	+ 2.7
Employed but not at work	March 23	365	+36.2	+66.7
Unemployed	March 23	488	+ 1.2	+22.0
Atlantic	March 23	65	− 3.0	+ 1.6
Quebec	March 23	189	+ 5.6	+23.5
Ontario	March 23	133	+ 2.3	+24.3
Prairie	March 23	50	+ 4.2	+47.1
Pacific	March 23	51	−12.1	+21.4
Without work and seeking work	March 23	441	− 0.5	+21.8
On temporary layoff up to 30 days	March 23	47	+20.5	+23.7
INDUSTRIAL EMPLOYMENT (1961 = 100)	December	120.5	− 3.1	+ 0.2
Manufacturing employment (1961 = 100)	December	119.8	− 2.8	− 1.5
IMMIGRATION	Year 1967	222,876	—	+14.4
Destined to the labour force	Year 1967	119,539	—	+20.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	82	+ 7.9	+30.2
No. of workers involved	March	40,746	−17.0	+140.9
Duration in man-days	March	680,530	+15.2	+653.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	December	$102.58	− 2.6	+ 6.9
Average hourly earnings (mfg.)	December	$ 2.50	+ 1.6	+ 8.2
Average hours worked per week (mfg.)	December	38.8	− 4.7	+ 0.8
Average weekly wages (mfg.)	December	$ 96.91	− 3.3	+ 8.6
Consumer price index (1949 = 100)	March	153.2	+ 0.3	+ 4.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)	December	110.2	− 3.8	+ 3.9
Total labour income (thousands of dollars)	December	2,718	− 2.8	+ 7.3
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	January	280.6	− 2.2	+ 3.2
Manufacturing	January	241.1	− 3.7	+ 1.9
Durables	January	251.8	− 3.9	+ 1.8
Non-durables	January	231.9	− 3.5	+ 2.1
NEW RESIDENTIAL CONSTRUCTION†				
Starts	February	6,591	−14.3	+79.5
Completions	February	9,681	+14.3	+37.4
Under construction	February	78,655	− 3.9	+21.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended March 23, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,608	607	2,146	2,824	1,256	775
Men	5,241	424	1,495	1,919	872	531
Women	2,367	183	651	905	384	244
14-19 years	705	62	199	235	133	76
20-24 years	1,101	106	363	369	169	94
25-44 years	3,309	231	948	1,269	517	344
45-64 years	2,287	190	590	870	398	239
65 years and over	206	18	46	81	39	22
EMPLOYED	7,120	542	1,957	2,691	1,206	724
Men	4,831	366	1,329	1,817	829	490
Women	2,289	176	628	874	377	234
Agriculture	462	21	99	116	201	25
Non-agriculture	6,658	521	1,858	2,575	1,005	699
Paid workers	6,130	474	1,694	2,405	923	634
Men	4,021	315	1,123	1,580	583	420
Women	2,109	159	571	825	340	214
UNEMPLOYED	488	65	189	133	50	51
Men	410	58	166	102	43	41
Women	78	*	23	31	*	10
PERSONS NOT IN LABOUR FORCE	6,543	720	1,930	2,211	1,050	632
Men	1,771	233	515	564	292	167
Women	4,772	487	1,415	1,647	758	465

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended March 23, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,151	2,346	4,000	1,126	4,118	1,068	1,493
LABOUR FORCE	7,608	705	3,804	894	1,256	743	206
Employed	7,120	621	3,590	775	1,226	715	193
Unemployed	488	84	214	119	30	28	13
NOT IN LABOUR FORCE	6,543	1,641	196	232	2,862	325	1,287
PARTICIPATION RATE†							
1968—March 23	53.8	30.1	95.1	79.4	30.5	69.6	13.8
Feb. 17	53.8	30.8	95.0	78.9	30.3	70.0	13.8
UNEMPLOYMENT RATE‡							
1968—March 23	6.4	11.9	5.6	13.3	2.4	3.8	6.3
Feb. 17	6.4	12.1	5.5	13.5	2.5	3.5	5.4

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended March 23, 1968

	March 1968	Feb. 1968	March 1967
	(in thousands)		
TOTAL UNEMPLOYED	488	482	400
On temporary layoff up to 30 days	47	39	38
Without work and seeking work	441	443	362
Seeking			
Full-time work	423	426	345
Part-time work	18	17	17
Under 1 month	90	99	91
1-3 months	189	222	159
4-6 months	114	79	81
More than 6 months	48	43	31

SOURCE: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will re-appear in July.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1967, employers in the principal non-agricultural industries reported a total employment of 3,547,355. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November*	124.3	134.5	105.26	123.2	134.5	109.71
December†	120.5	131.1	102.58	119.8	132.1	107.76

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	113.8	120.0	114.2	84.91	85.96	79.84
Newfoundland	115.7	127.8	117.9	90.93	92.68	84.98
Prince Edward Island	126.2	135.1	120.2	68.81	69.80	66.14
Nova Scotia	111.4	116.1	112.0	81.64	83.55	77.72
New Brunswick	114.4	118.4	113.9	86.48	85.85	80.30
Quebec	116.0	120.8	117.6	101.07	104.19	96.76
Ontario	124.7	127.5	124.0	105.79	108.42	98.85
Prairie Region	118.9	122.3	116.6	96.64	98.88	90.25
Manitoba	112.9	116.6	112.1	92.04	94.33	85.00
Saskatchewan	118.0	122.8	114.2	96.36	98.28	89.69
Alberta	124.3	126.9	121.5	100.30	102.68	94.62
British Columbia	124.1	127.5	122.7	112.21	116.38	105.41
CANADA	120.5	124.3	120.3	102.58	105.26	95.75
URBAN AREAS						
St. John's	140.2	148.3	132.0	78.70	82.36	72.61
Halifax	117.6	118.9	113.3	83.78	86.41	79.24
Sydney	102.9	104.1	100.8	91.14	94.20	94.53
Moncton	120.0	124.9	119.5	79.66	79.82	73.72
Saint John	110.8	111.4	111.9	86.00	84.16	79.04
Chicoutimi	103.1	107.1	108.7	119.53	123.78	118.05
Montreal	119.7	123.7	120.7	101.92	105.04	95.11
Quebec	112.2	118.2	113.8	86.96	90.65	80.85
Shawinigan	95.1	95.4	104.6	102.84	105.79	100.20
Sherbrooke	117.5	118.4	121.3	84.62	87.82	79.74
Trois-Rivières	110.4	115.5	113.9	92.80	98.76	90.39
Ottawa-Hull	125.5	127.9	119.2	94.86	97.44	90.83
Belleville	115.8	117.2	116.4	87.91	91.80	83.09
Brampton	257.6	261.1	244.8	103.87	106.27	98.31
Brantford	129.2	133.2	138.1	98.12	101.13	91.22
Fort William-Port Arthur	121.1	125.4	127.9	100.13	103.62	95.78
Guelph	135.4	137.9	135.9	93.49	97.86	88.23
Hamilton	118.3	121.6	122.9	109.32	110.92	102.70
Kingston	119.7	121.1	124.7	105.22	101.92	101.10
Kitchener	141.4	144.8	142.9	92.11	96.03	83.13
London	121.3	125.1	122.7	96.76	99.23	88.83
Niagara Falls	102.6	108.3	103.9	104.42	101.73	99.45
Oshawa	140.7	141.2	141.6	121.81	128.24	95.75
Peterborough	134.5	137.6	132.3	110.45	111.62	104.29
Sarnia	128.7	130.3	129.0	131.79	134.41	126.54
Sault Ste. Marie	116.0	118.1	111.3	106.23	118.98	94.24
Sudbury	109.1	110.7	103.9	128.10	130.35	129.18
St. Catharines	141.3	147.8	138.8	117.45	116.41	96.47
Timmins	80.2	80.8	88.1	96.04	95.87	93.34
Toronto	126.1	128.9	124.8	105.94	109.00	100.63
Welland	108.3	110.3	111.0	114.35	122.52	107.02
Windsor	153.1	156.3	148.9	122.86	121.33	112.60
Winnipeg	116.6	119.6	117.0	86.19	88.42	79.69
Regina	120.5	121.8	117.1	91.82	92.67	86.68
Saskatoon	141.3	149.1	129.4	91.15	93.71	82.33
Calgary	134.7	138.1	129.8	97.93	102.30	93.15
Edmonton	130.1	133.0	127.3	94.47	96.49	87.25
Vancouver	126.5	128.6	123.6	109.08	111.44	103.42
Victoria	125.9	125.3	128.0	96.90	100.05	90.64

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
	(in thousands)										
CANADA											
Dec. 1967†	63.2	116.5	1,577.2	800.6	776.6	310.0	635.5	978.6	264.1	561.3	4,506.6
Nov. 1967*	74.2	118.8	1,625.6	829.5	796.1	373.0	657.6	975.5	264.8	572.4	4,661.9
Dec. 1966	70.8	113.7	1,596.4	803.6	792.8	324.2	638.4	955.1	246.6	536.1	4,481.4
NEWFOUNDLAND											
Dec. 1967†	3.1	5.4	10.6	8.6	1.9	7.9	15.3	16.5	1.8	6.3	66.8
Nov. 1967*	3.2	5.5	11.8	9.4	2.3	11.1	16.7	16.5	1.8	6.4	73.1
Dec. 1966	3.3	5.6	10.7	8.9	1.8	8.7	14.4	16.0	1.6	6.4	66.8
PRINCE EDWARD ISLAND											
Dec. 1967†	—	—	1.9	1.5	0.4	1.6	3.2	3.8	0.6	1.6	12.8
Nov. 1967*	0.1	—	2.5	2.0	0.5	2.0	3.0	4.0	0.6	1.6	13.8
Dec. 1966	0.1	0.1	2.0	1.5	0.4	1.4	3.1	3.7	0.6	1.5	12.4
NOVA SCOTIA											
Dec. 1967†	1.7	7.2	31.7	16.5	15.1	10.6	20.8	29.9	6.3	12.0	120.1
Nov. 1967*	2.4	7.5	33.6	17.8	15.7	13.2	21.3	30.4	6.3	12.4	127.0
Dec. 1966	1.9	7.5	30.9	16.3	14.6	11.3	23.2	28.7	5.9	11.7	121.2
NEW BRUNSWICK											
Dec. 1967†	7.1	2.4	25.6	15.5	10.0	8.2	22.3	24.3	4.3	9.6	103.7
Nov. 1967*	8.4	2.5	27.3	16.6	10.6	10.1	21.6	24.1	4.3	9.9	108.2
Dec. 1966	7.7	2.2	23.7	15.1	8.6	9.7	22.8	24.0	4.1	9.4	103.5
QUEBEC											
Dec. 1967†	19.9	25.1	489.7	303.1	186.6	66.9	174.8	243.9	73.4	150.9	1,244.7
Nov. 1967*	25.6	26.2	506.0	311.7	194.3	85.6	184.3	242.9	73.5	153.0	1,297.1
Dec. 1966	26.4	25.0	495.0	302.8	192.2	84.7	171.5	243.0	70.8	144.6	1,260.9
ONTARIO											
Dec. 1967†	12.1	33.6	795.3	349.8	444.5	125.4	207.3	388.0	116.0	223.3	1,901.0
Nov. 1967*	12.7	34.5	815.1	362.2	452.9	143.5	213.5	386.3	116.3	227.9	1,949.9
Dec. 1966	12.9	32.7	803.8	350.6	453.2	126.0	208.6	376.5	106.4	209.9	1,876.9
MANITOBA											
Dec. 1967†	0.7	6.1	44.8	25.8	19.0	13.1	43.7	54.1	12.2	27.3	202.1
Nov. 1967*	0.9	6.3	46.5	26.9	19.6	16.7	45.3	54.5	12.2	28.1	210.6
Dec. 1966	1.3	5.2	45.6	26.8	18.7	12.2	45.1	54.0	11.7	26.9	202.0
SASKATCHEWAN											
Dec. 1967†	0.5	5.4	14.7	9.4	5.3	12.6	25.5	38.9	8.2	17.0	122.9
Nov. 1967*	0.5	5.3	15.2	9.7	5.5	16.3	26.7	38.7	8.2	17.7	128.5
Dec. 1966	0.3	5.1	14.0	9.2	4.8	11.7	25.9	37.9	7.7	16.8	119.4
ALBERTA											
Dec. 1967†	1.6	20.0	50.9	25.4	25.5	32.5	47.1	77.6	16.1	46.6	292.3
Nov. 1967*	1.5	19.0	52.4	26.0	26.4	37.7	48.5	77.4	16.1	47.2	299.7
Dec. 1966	1.9	19.4	52.0	25.9	26.1	29.5	48.1	76.3	15.0	43.4	285.6
BRITISH COLUMBIA											
Dec. 1967†	16.4	9.3	111.9	44.8	67.1	30.9	74.4	101.2	25.2	65.9	435.2
Nov. 1967*	18.9	9.7	115.3	47.0	68.3	36.4	75.7	100.4	25.4	67.1	448.9
Dec. 1966	15.0	9.1	118.7	46.5	72.3	28.8	74.8	94.7	22.7	64.7	428.6

†Preliminary. *Revised. ‡Includes health services (except hospitals); motion picture and recreational services to business management personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.7	109.1	105.1	133.03	133.59	124.94
Metals	103.1	104.4	101.5	133.65	133.37	127.95
Mineral fuels	103.9	104.4	102.3	140.60	139.74	128.71
Non-metals except fuels	112.9	117.0	105.3	122.25	124.19	112.12
Quarries and sand pits	94.7	112.6	103.3	98.53	110.33	94.64
Services incidental to mining	146.7	139.3	137.0	138.15	142.40	126.01
MANUFACTURING	119.8	123.2	121.6	107.76	109.71	99.68
Durable goods	131.0	133.8	134.3	115.42	118.30	105.17
Non-durable goods	110.8	114.6	111.3	100.45	101.61	94.36
Food and beverages	102.6	110.3	102.6	97.86	95.72	90.76
Foods	101.1	109.7	101.7	94.61	92.47	87.76
Beverages	111.8	113.7	108.1	116.24	115.29	108.31
Tobacco processing and products	113.2	116.1	110.3	101.13	103.54	95.98
Rubber products	119.9	124.0	120.5	110.61	114.12	100.10
Leather products	94.4	99.1	98.1	67.63	73.67	63.75
Textile products	118.4	121.2	118.7	89.65	91.17	82.88
Knitting mills	105.5	109.8	110.2	64.08	70.57	60.08
Clothing	105.4	108.2	109.9	61.30	66.64	57.57
Wood products	101.2	103.7	105.1	95.89	100.49	87.72
Furniture and fixtures	124.6	129.6	130.4	83.49	90.71	79.32
Paper and allied industries	116.7	117.1	118.4	125.59	127.92	121.38
Printing, publishing and allied industries	112.9	115.1	111.1	112.64	114.36	108.21
Primary metal industries	121.5	123.2	122.0	129.97	130.60	121.14
Metal fabricating industries	129.2	132.9	133.5	109.12	114.94	100.86
Machinery, except electrical	145.4	147.0	150.7	120.61	123.04	112.11
Transportation equipment	154.3	156.0	154.3	129.45	130.75	111.60
Electrical products	142.8	145.8	147.9	109.89	111.70	100.73
Non-metallic mineral products	113.0	119.4	119.1	110.60	115.67	105.94
Petroleum and coal products	101.0	101.7	98.4	162.68	162.06	150.57
Chemicals and chemical products	117.5	118.8	116.0	124.37	123.94	117.42
Miscellaneous manufacturing industries	131.7	136.0	129.1	92.39	95.10	87.50
CONSTRUCTION	104.1	125.5	115.2	114.18	134.62	109.45
Building	113.2	131.7	122.4	110.57	133.28	106.98
Engineering	88.3	114.9	101.1	122.15	137.29	114.37
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.2	111.8	107.3	115.84	116.42	107.32
Transportation	103.6	108.5	103.6	112.94	114.75	106.82
Storage	114.9	117.6	113.7	101.74	103.22	96.78
Communication	118.0	118.8	117.1	113.96	111.98	101.55
TRADE	134.3	132.9	130.7	81.42	81.24	76.86
Wholesale trade	120.4	122.6	119.0	102.95	102.46	96.76
Retail trade	142.0	138.7	137.3	71.30	70.85	67.16
FINANCE, INSURANCE AND REAL ESTATE	128.4	128.7	121.9	100.43	99.73	94.67
Financial institutions	131.2	131.4	125.7	97.83	96.88	92.54
Insurance and real estate	124.6	125.0	116.6	104.11	103.74	97.89
SERVICE	148.9	153.0	139.4	76.54	77.09	71.91
Recreational services	126.2	129.4	116.2	68.45	67.21	60.93
Business services	163.1	167.6	162.2	120.36	119.16	110.20
Personal services	138.5	141.9	129.7	55.95	56.10	54.03
Miscellaneous services	178.7	185.3	156.8	80.94	85.22	75.76
INDUSTRIAL COMPOSITE	120.5	124.3	120.3	102.58	105.26	95.97

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.1	42.4	42.0	2.97	2.92	2.75	122.05	123.81	115.45
Metals	41.1	41.6	42.3	3.09	3.06	2.89	126.85	127.23	122.23
Mineral fuels	43.0	44.1	44.7	2.48	2.42	2.27	106.66	106.82	101.21
Non-metals, except fuels	41.7	43.3	40.4	2.76	2.76	2.51	114.91	119.44	101.34
Quarries and sand pits	38.5	46.7	41.1	2.34	2.30	2.16	90.19	107.46	88.76
Services incidental to mining	39.1	42.4	39.0	3.34	3.23	3.06	130.63	136.86	119.01
MANUFACTURING	38.8	40.7	38.5	2.50	2.46	2.31	96.91	100.18	89.24
Durable goods	39.7	41.5	38.7	2.67	2.65	2.47	105.97	110.05	95.46
Non-durable goods	38.0	40.0	38.4	2.31	2.26	2.15	87.72	90.34	82.76
Food and beverages	38.5	39.3	38.9	2.26	2.17	2.07	86.86	85.46	80.60
Foods	38.2	39.1	38.7	2.20	2.11	2.01	84.04	82.58	77.80
Beverages	40.5	40.8	40.8	2.63	2.63	2.47	106.65	107.38	100.84
Tobacco processing and products	35.2	38.4	36.7	2.52	2.41	2.34	88.75	92.55	85.98
Rubber products	39.9	42.2	38.1	2.53	2.55	2.37	101.16	107.46	90.28
Leather products	35.5	40.2	35.8	1.70	1.68	1.60	60.23	67.76	57.25
Textile products	39.7	41.7	39.9	1.97	1.93	1.81	78.24	80.66	72.25
Miscellaneous textiles	36.9	40.2	36.8	2.05	2.03	1.65	75.78	81.74	60.85
Knitting mills	36.4	41.6	36.5	1.50	1.51	1.42	54.68	62.69	51.90
Clothing	33.0	36.9	33.2	1.63	1.62	1.52	53.83	59.89	50.57
Wood products	38.0	40.7	38.0	2.38	2.36	2.17	90.74	95.94	82.48
Furniture and fixtures	38.2	42.8	39.5	1.96	1.96	1.82	74.98	83.89	71.84
Paper and allied industries	39.9	41.2	41.4	2.92	2.91	2.75	116.35	119.75	113.63
Pulp and Paper mills	40.8	41.2	42.4	3.17	3.19	3.00	129.54	131.49	127.26
Printing, publishing and allied industries	37.0	38.5	37.7	2.89	2.90	2.75	107.08	111.55	103.64
Primary metal industries	40.0	40.3	39.5	3.07	3.03	2.88	122.72	122.02	113.70
Iron and steel mills	39.3	39.2	37.3	3.16	3.15	3.00	124.38	123.66	111.95
Metal fabricating industries	38.6	41.3	38.3	2.57	2.60	2.40	99.16	107.63	92.00
Machinery, except electrical	39.2	41.1	39.7	2.77	2.77	2.57	108.56	113.74	101.80
Transportation equipment	42.0	42.5	37.7	2.89	2.90	2.67	121.28	123.19	100.89
Aircraft and parts	40.9	43.0	39.2	2.81	2.86	2.61	115.11	122.86	102.19
Motor vehicles	43.1	42.6	37.4	2.99	3.00	2.77	128.68	127.82	103.55
Assembling	44.1	43.7	38.3	3.12	3.17	2.97	137.77	138.44	113.72
Parts and accessories	42.6	41.8	36.7	2.91	2.89	2.61	124.22	120.76	95.80
Shipbuilding and repairing	38.8	41.2	34.7	2.79	2.79	2.56	108.34	115.00	88.88
Electrical products	39.0	40.8	38.1	2.40	2.39	2.23	93.80	97.70	85.04
Communications equipment	38.8	40.5	37.1	2.29	2.28	2.17	89.00	92.37	80.27
Non-metallic mineral products	39.8	43.1	41.2	2.57	2.55	2.38	102.21	110.00	98.10
Petroleum and coal products	43.3	43.3	42.1	3.47	3.49	3.26	150.24	151.07	137.06
Chemical and chemical products	40.4	40.8	40.7	2.68	2.65	2.51	108.38	108.27	102.10
Miscellaneous manufacturing industries	38.3	40.9	38.9	2.01	1.99	1.88	76.99	81.30	72.96
CONSTRUCTION	33.6	41.6	35.0	3.17	3.19	2.95	106.40	132.93	103.13
Building	31.5	40.1	33.8	3.27	3.29	3.00	102.95	131.93	101.30
General contractors	31.7	39.9	33.4	3.15	3.14	2.90	99.82	125.47	96.77
Special trade contractors	31.4	40.3	34.0	3.36	3.41	3.09	105.53	137.42	105.26
Engineering	38.3	44.6	37.9	2.98	3.02	2.84	114.18	134.92	107.57
Highways, bridges and streets	38.8	44.3	37.7	2.45	2.51	2.31	95.08	110.95	87.15
Other engineering	37.8	45.0	38.3	3.48	3.53	3.18	131.64	158.80	120.85
OTHER INDUSTRIES									
Urban transit	41.1	41.1	44.7	3.09	3.05	2.76	126.89	125.27	123.62
Highway and bridge maintenance	38.8	38.5	40.5	2.38	2.29	2.13	92.44	88.31	86.09
Laundries, cleaners and pressers	37.7	38.9	37.9	1.44	1.43	1.35	54.10	55.66	51.10
Hotels, restaurants and taverns	33.1	33.4	34.3	1.45	1.43	1.35	47.94	47.94	46.28

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-002).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November*	40.7	2.46	100.18	134.6	114.5
December†	38.8	2.50	96.91	130.2	110.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Dec. 1967	Nov. 1967	Dec. 1966	Dec. 1967	Nov. 1967	Dec. 1966
				$	$	$
Newfoundland	37.0	38.7	35.9	2.43	2.15	2.18
Nova Scotia	37.1	39.5	37.8	2.01	1.96	1.93
New Brunswick	40.9	41.2	40.4	2.10	2.03	1.99
Quebec	39.1	41.6	39.2	2.24	2.21	2.08
Ontario	39.1	40.8	38.5	2.61	2.58	2.42
Manitoba	38.0	39.8	37.7	2.21	2.19	2.04
Saskatchewan	39.3	40.0	38.9	2.62	2.57	2.39
Alberta	38.0	39.3	38.7	2.54	2.51	2.36
British Columbia	36.7	37.8	36.5	3.14	3.13	2.90

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—December	4,937,000	4,435,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, January 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	119,623	3,224,351
Prince Edward Island	22,514	571,762
Nova Scotia	92,896	2,315,791
New Brunswick	107,637	2,775,303
Quebec	636,139	17,166,483
Ontario	487,841	12,773,755
Manitoba	72,927	1,935,835
Saskatchewan	56,303	1,503,276
Alberta	71,275	1,930,816
British Columbia	237,354	6,567,333
Total, Canada, Jan. 1968	1,904,509	50,764,705
Total, Canada, Dec. 1967	1,018,912	26,580,682
Total, Canada, Jan. 1967	1,594,088	41,382,511

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, January 1968

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	11,672	9,930	1,742	13,586	11,051	2,535	3,387
Prince Edward Island	2,222	1,900	322	2,295	1,985	310	922
Nova Scotia	18,167	15,137	3,030	18,547	16,173	2,374	4,381
New Brunswick	14,124	11,219	2,905	15,478	12,900	2,578	4,394
Quebec	88,778	66,815	21,963	92,577	70,982	21,595	29,562
Ontario	95,132	70,425	24,707	89,810	69,803	20,007	28,649
Manitoba	11,102	9,183	1,919	12,341	8,665	3,676	2,757
Saskatchewan	9,600	8,239	1,361	10,122	8,279	1,843	2,724
Alberta	12,699	10,398	2,301	12,811	10,108	2,703	3,566
British Columbia	32,347	24,820	7,527	34,417	27,861	6,556	8,429
Total, Canada, Jan. 1968	295,843*	228,006	67,777	301,984†	237,807	64,177	88,771
Total, Canada, Dec. 1967	270,577	204,364	66,213	254,954	204,765	50,189	94,912
Total, Canada, Jan. 1967	254,365	200,682	53,683	270,749	215,984	54,765	73,589

*In addition, revised claims received numbered 55,579.

†In addition, 51,882 revised claims were disposed of. Of these, 5,161 were special requests not granted and 1,673 were appeals by claimants. There were 13,094 revised claims pending at the end of the month.

ABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Dec. 29 1967	Jan. 31 1967
ANADA	633,292	281,235	251,895	65,912	34,250	501,523	531,926
Male	468,391	220,234	193,178	38,071	16,908	359,288	394,757
Female	164,901	61,001	58,717	27,841	17,342	142,235	137,169
EWFOUNDLAND	34,198	13,419	17,905	2,272	602	26,590	33,509
Male	31,031	12,265	16,740	1,660	366	24,084	30,727
Female	3,167	1,154	1,165	612	236	2,506	2,782
RINCE EDWARD ISLAND	7,235	3,064	3,679	307	185	5,036	6,495
Male	5,376	2,340	2,844	118	74	3,881	5,157
Female	1,859	724	835	189	111	1,155	1,338
OVA SCOTIA	35,372	16,878	13,975	2,773	1,746	23,438	34,411
Male	28,694	14,354	11,451	1,829	1,060	18,500	28,654
Female	6,678	2,524	2,524	944	686	4,938	5,757
EW BRUNSWICK	33,585	13,789	15,964	2,431	1,401	25,243	31,335
Male	26,828	11,731	12,849	1,365	883	19,558	24,781
Female	6,757	2,058	3,115	1,066	518	5,685	6,554
UEBEC	193,211	86,361	75,841	21,074	9,935	160,514	154,402
Male	147,624	70,982	59,071	12,656	4,915	117,094	115,296
Female	45,587	15,379	16,770	8,418	5,020	43,420	39,106
NTARIO	184,037	87,277	63,823	20,592	12,345	141,491	153,918
Male	119,803	62,667	41,813	10,000	5,323	85,974	102,500
Female	64,234	24,610	22,010	10,592	7,022	55,517	51,418
ANITOBA	25,415	11,084	11,372	2,059	900	20,493	17,996
Male	19,253	8,358	9,322	1,137	436	15,714	13,631
Female	6,162	2,726	2,050	922	464	4,779	4,365
ASKATCHEWAN	20,201	8,597	9,662	1,258	684	14,557	16,068
Male	16,106	6,927	8,340	605	234	11,643	12,448
Female	4,095	1,670	1,322	653	450	2,914	3,620
LBERTA	25,729	12,105	10,399	2,119	1,106	20,300	21,010
Male	19,554	9,454	8,440	1,163	497	15,377	15,621
Female	6,175	2,651	1,959	956	609	4,923	5,389
RITISH COLUMBIA	74,309	28,661	29,275	11,027	5,346	63,861	62,782
Male	54,122	21,156	22,308	7,538	3,120	47,463	45,942
Female	20,187	7,505	6,967	3,489	2,226	16,398	16,840

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1968

	All Items									
	March 1968	*February 1968*	*March 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	132.6	132.1	127.8	128.3	123.2	132.2	128.8	190.8	158.0	126.2
Halifax	144.5	144.8	139.6	141.8	141.3	143.9	146.4	189.1	193.4	140.2
Saint John	148.3	147.9	143.5	146.6	140.8	145.7	158.3	214.5	179.5	139.6
Montreal	150.9	151.1	145.3	155.5	146.0	126.8	184.1	198.6	174.6	137.9
Ottawa	152.5	151.9	145.3	152.8	145.9	139.4	177.0	205.8	167.7	150.2
Toronto	154.7	153.8	148.4	146.0	155.9	143.4	159.9	190.3	216.2	148.9
Winnipeg	148.7	148.8	141.1	148.6	137.0	148.1	151.5	209.1	169.7	154.3
Saskatoon-Regina	143.9	142.9	137.6	145.3	136.5	149.3	147.6	168.3	168.5	140.1
Edmonton-Calgary	143.7	143.8	136.9	138.7	139.2	145.0	147.5	201.4	166.3	132.0
Vancouver	147.8	147.5	141.2	145.8	148.7	138.6	156.8	178.7	164.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as betwe cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is ompiled by the Economics and Research Branch of the Cana-a Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immi-ration. The first three tables in this section cover strikes and ockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

ABLE G-1—Strikes and Lockouts, 1963–68

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strikes and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per cent of Estimated Working Time*
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	406	438	409,932	4,045,060	0.26
1967—March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53

*Preliminary.

ABLE G-2—Strikes and Lockouts, March 1968 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
orestry	—	—	—
lines	—	—	—
lanufacturing	59	40,248	671,930
onstruction	9	193	1,970
ransportation and utilities	2	275	830
rade	4	141	1,710
inance	—	—	—
ervice	5	110	1,760
ublic administration	4	329	3,980
ALL INDUSTRIES	83	41,296	682,180

TABLE G-3—Strikes and Lockouts, March 1968 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	1	15	320
Prince Edward Island	—	—	—
Nova Scotia	3	83	890
New Brunswick	1	2	10
Quebec	19	4,024	63,140
Ontario	41	30,746	523,190
Manitoba	2	739	5,350
Saskatchewan	—	—	—
Alberta	4	273	1,880
British Columbia	12	5,414	87,400
Federal	—	—	—
ALL JURISDICTIONS	83	41,296	682,180

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			March	*Accumulated*		
MANUFACTURING						
Rubber						
Firestone Tire & Rubber Co., Lindsay, Ont.	Rubber Workers Loc. 799 (AFL-CIO/CLC)	200	800	800	Mar. 18 Mar. 25	Disciplinary suspension of 16 workers—Return of workers pending review of grievances.
Leather						
The L. McBrine Co. Limited, Kitchener, Ont.	Packinghouse Workers Loc. 483 (AFL-CIO/CLC)	101	350	350	Mar. 5 Mar. 11	Decrease in piece-work rates—Return of workers pending further negotiations.
Grand'Mère Shoe Co. Ltd., Grand'Mère, Que.	Clothing Workers' Federation (CNTU)	325	2,930	2,930	Mar. 15 Mar. 28	Wages, hours, management rights —Return of workers settlement terms not reported.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	3,800	5,520	Feb. 16 —	Wages—
Wood						
Several lumber, companies, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	485,460	Oct. 4 —	Wages—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	3,780	8,280	Jan. 25 —	Wages—
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	900	4,500	4,500	Feb. 29 Mar. 7	In protest over suspension of two workers—Return of workers pending investigation.
B.C. Forest Products, Hammond, B.C.	Woodworkers Loc. 1-367 (AFL-CIO/CLC)	541	2,160	2,160	Mar. 26 —	Presence of efficiency experts—
Furniture and Fixtures						
Sklar Division-Stancor Ltd., Whitby, Ont.	Upholsterers Loc. 50 (AFL-CIO/CLC)	480	480	480	Mar. 7 Mar . 8	Dissatisfaction over new contract —Return of workers.
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	387,020	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Metal Fabricating						
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,550	35,410	Nov. 25 —	Wages—
Aluminum Goods Limited, Toronto, Ont.	Steelworkers Loc. 2858 (AFL-CIO/CLC)	278	2,780	2,780	Mar. 16 —	Wages—
Machinery						
Beloit Sorel Ltd., St-Joseph-de-Sorel, Que.	Metal Trades' Federation, (CNTU)	317	1,590	1,590	Mar. 4 Mar. 11	Disagreement between company and union over some clauses in new agreement—50½¢ an hr increase over a 3-yr. period.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			March	*Accumulated*		
Transportation Equipment						
General Motors of Canada Ltd. and subsidiaries, Various locations, Ont.	Auto Workers various locals (AFL-CIO/CLC)	23,626	472,520	831,830	Feb. 7 Mar. 29	Wages, working conditions—Return of workers.
General Motors of Canada Ltd., Ste Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	1,848	36,960	64,680	Feb. 9 Mar. 29	Wages, working conditions Return of workers.
Canadian Acme Screw and Gear Ltd., Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	1,242	11,180	24,320	Feb. 15 Mar. 14	Wages, hours—Wage increases ranging from 33¢ to 63¢ an hr. depending on classification this spread over 33 mo. contract.
Bristol Aerospace, Winnipeg, Man.	Machinists ' Loc. 741 (AFL-CIO/CLC)	694	5,210	11,110	Feb. 19 Mar. 12	Delayed negotiations in a new contract—Wage increases from 8¢ to 26¢ per hr. eff. Feb. 1, 1968; overtime in excess of 16 hrs. a week paid double time, improved vacations, and other benefits.
Canadian Car, Fort William Division, Hawker Siddeley Canada Limited, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	675	680	1,020	Feb. 29 Mar. 4	Safety conditions—Return of workers pending further negotiations.
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	2,750	2,750	Mar. 18 —	Wages—
Eaton Springs Canada Limited, Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	350	530	530	Mar. 21 Mar. 24	Suspension of eight workers—Return of workers.
Canadian Motor Lamp Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	150	850	850	Mar. 22 —	Wages, benefits, master agreement.
Electrical Products						
Moffats Limited, Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	550	1,650	1,650	Mar. 1 Mar. 6	Grievance procedures—Return of workers on instruction of union.
The Prestolite Company, Point Edward, Ont.	Auto Workers Loc. 456 (AFL-CIO/CLC)	363	1,450	1,450	Mar. 16 Mar. 22	Wages, fringe benefits—Wage increases varying for production workers and skilled tradesmen.
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,210	3,350	Feb. 15 —	Wages—
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	3,230	4,120	Feb. 22 —	Wages—
Chemical Products						
Western Co-Operative Fertilizers Ltd., Calgary, Alta.	Oil Workers Loc. 9-666 (AFL-CIO/CLC)	181	870	870	Mar. 13 Mar. 20	Change in job classification—Return of workers pending discussions.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			March	*Accumulated*		
Miscellaneous Manufacturing						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (AFL-CIO/CLC)	833	830	18,050	Feb. 1 Mar. 4	Delay in signing new agreement—11% wage increase across the board eff. Mar. 6, 1968, 6½% increase Dec. 1, 1968; other benefits
TRANSPORTATION AND UTILITIES						
Transportation						
B.C. Ferry Authority, Vancouver, B.C.	Merchant Service Guild Loc. 2 (CLC) and British Columbia Government Employees' Association	1,080	10,800	10,800	Feb. 16 Mar. 1	Protesting lay-off of 160 workers—Return of workers when 160 workers rehired.
Five trucking firms, Various locations, Que.	CNTU—directly chartered	275	830	830	Mar. 4 Mar. 7	Wages, hours, working conditions—Wage increases, other improvements.
TRADE						
Essex County Lumber Dealers Association, Windsor and area, Ont.	Carpenters Loc. 494 (AFL-CIO/CLC) and Teamsters Loc. 880 (Ind.)	105	950	1,370	Feb. 26 Mar. 14	Wages—60¢ an hr. increase over 3-yr. agreement; other improved benefits.
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	2,270	4,320	Feb. 5 —	Wages—

Publications

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

The Behaviour of Canadian Wages and Salaries in the Postwar Period. A graphic presentation. $1.50, Cat. No. L41-567.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1966. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Canada
Department of Labour

International Year For Human Rights 1968

Hon. Jean-Luc Pepin
Minister

George V. Haythorne
Deputy Minister

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The Department's Queen, Heather Smith, of Industrial Pensions and Annuities Branch, and Bill Walsh, Assistant Editor of *Canadian Transport*, Canadian Brotherhood of Railway, Transport and General Workers, photographed together at the 7th Constitutional Convention of the Canadian Labour Congress.
See page 376.

Photo by Murray Mosher — Photo Features

Published in English and French

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12-Point Labour Policy

A 12-point labour policy, formulated by the federal Department of Labour, was described by the Deputy Minister, Dr. G. V. Haythorne, to students of the Labour College of Canada, in Montreal, at the recent opening of its summer session.

The 12-point policy covers working conditions and standards, and the relations between employers and employees. "In today's rapidly changing and complex industrial world, there are increasing demands for government involvement through legislation. No longer can the effect of labour laws and regulations be considered in isolation," Dr. Haythorne said.

He told the College that the need for the policy springs from several developments. In addition to the far-reaching influences of technological change on labour relations and standards, he said, the need for a well-developed and co-ordinated labour policy is essential if Canada is to meet its national economic goals of steady growth, full employment and price stability.

The policy has several objectives:

- to gain full public recognition of the role of labour in economic and social development;
- to help raise the standard of living of all workers through increased production, economic growth and other ways; and
- to improve the working environment through minimum standards of working conditions, safety provisions, good employer-employee relations, and the safeguarding of human rights.

Dr. Haythorne then outlined the basic tenets of the 12-point policy which comprises a total program:

1. to promote good relations among unions and employers by encouraging them to consult and resolve matters of mutual concern;

2. to provide staff and administrative services to the Canada Labour Relations Board in the determination of questions affecting employee representation by unions;

3. to settle disputes and controversies involving unions and employers through conciliation and other services, when such differences cannot be settled by the parties themselves;

4. to develop and enforce labour standards governing wages and other conditions of employment;

5. to examine matters of special concern to female members of the labour force, and to develop, in co-operation with other government and non-government groups, appropriate measures to deal with them;

6. to promote the safety and well-being of workers by reducing and controlling physical or environmental hazards encountered in their work;

7. to assemble, analyze and report trends in wages, working conditions, technological change, industrial conflict and productivity, and in a variety of other labour matters, through surveys and research for the use of governments, unions, employers and others; to carry out socio-economic and legislative studies and evaluations of existing policies and programs, and to initiate new proposals designed to improve all phases of industrial relations;

8. to promote and safeguard human rights, including freedom of association and associated rights of collective bargaining, the prevention of unfair labour practices, the right to enjoy equal job opportunity without discrimination on the basis of race, national origin, colour or religion, and the right of female employees to equal pay for equal work;

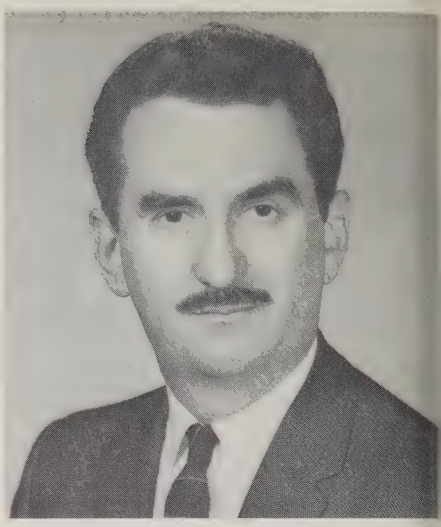
9. to develop and implement broad programs of public information to deepen public understanding of changing working conditions in Canada, the principles of free collective bargaining, the role of unions, employers and government in industrial relations, and all matters relating to the functions of the department; and to operate a comprehensive national labour library;

10. to co-operate with provincial departments of labour and other public and private agencies in seeking to achieve the overriding goal of continuously improving the working conditions of Canadian workers;

11. to participate in the promotion, development and application of international standards and technical aid with the ILO and other international agencies working for economic and social progress in all countries; and

12. to provide compensation to injured workers in the federal public service, and income support for workers adversely affected by major shifts in industry arising from changes in government policy.

New Minister of Labour



Hon. Jean-Luc Pepin

Hon. Jean-Luc Pepin was appointed Minister of Labour by Prime Minister Trudeau on April 20, in succession to Hon. John R. Nicholson, who retired from the Cabinet after having held the portfolio of Minister of Labour since December 1965 (L.G. 1966, p. 2). Besides being Minister of Labour, Mr. Pepin retained his post as Minister of Energy, Mines and Resources.

The new minister was first elected to Parliament in the riding of Drummond-Arthabaska in April 1963, and in the following month he was named Parliamentary Secretary to the Minister of Trade and Commerce. He was appointed Minister Without Portfolio in July 1965, Minister of Mines and Technical Survey in December 1965; and was named Minister of Energy, Mines and Resources in October 1966.

Mr. Pepin was born in Drummondville, Que., in 1924. He studied at the University of Ottawa and at the Institut des Études politiques in Paris, and in 1951 he joined the Faculty of Social Science of the University of Ottawa. He represented the National Film Board in Europe from 1956 to 1958, after which he returned to the University of Ottawa where he was appointed Director of the Department of Political Science in 1959.

While he was on the staff of the University of Ottawa, Mr. Pepin was active in radio and television, and appeared on both the English and French networks of the Canadian Broadcasting Corporation. He contributed many articles to the press, and he was Ottawa editor of *Maclean's Magazine* in 196

50 Years Ago

From the Labour Gazette
July 1918

The unpatriotic aspect of Christmas shopping, low cost housing, "decent" wages for women workers, a living wage for labourers, the protection of child workers, and the unsuitability of women streetcar conductors were discussed.

Christmas shopping was the subject of one of this journal's news briefs for July 1918. The United States Council of National Defence decided that Christmas gift buying was undemocratic and a threat to the economy.

The Council told manufacturers and merchants, who were in the process of stocking up for the Yuletide season, that it supported a previous announcement made in conjunction with an advisory commission urging thrift and economy on the country.

"Christmas giving," the Council said, "should be discouraged, as it places a heavy burden upon labour, transportation and other resources of the nation."

Low-cost Housing

The Canada of 50 years ago was not without its concern for low-cost housing. In Regina, the Imperial Oil Company called for tenders for the immediate erection of 30 modern houses that were to be rented at a nominal figure—just sufficient to pay for the investment.

The company said that it was not interested in a profit, only in suitable accommodation for its employees. Each house was to have from four to six rooms, and company wives would have a choice of seven different designs.

And in the United States, the Bureau of Industrial Housing and Transportation decided to spend on houses for Government workers in Washington, $10,000,000 of the $60,000,000 it received from housing appropriation, the balance to be distributed among industrial centres throughout the country. The housing project was to be a co-operative effort between the U.S. Labor Department and the War Industries Board.

Mini-wages for Women Workers

Women workers could live "decently" on a little less than $500 a year, the Government of Manitoba concluded in 1918. To prove it, the Government appointed a board comprising three men and two women to investigate wages in the laundry industry. Called the Minimum Wage Board, as provided for under the Manitoba Minimum Wage Act, 1918, it was empowered to dictate minimum wages, hours of employment and working conditions for female employees of mail-order houses, shops and factories throughout the province.

The Board held a conference with three laundry-worker representatives and three employer representatives, and drew up a schedule to prove that one female worker over 18 years of age needed only $9.50 a week to live decently. The schedule's estimates were: board and lodging, $5.50 a week, or $286 a year; footwear and repairs, $20.00; stockings, $4; underwear and nightgowns, $10; petticoats, $4.25; suit (at $25, coat and skirt to last two years), $12.50; coat and possibly summer suit (at $25, to last two years), $12.50; dresses and aprons, $15; shirtwaists, $6; handkerchiefs, $1.25; corsets, $4; gloves, $2.25; corset waists, $2.00; neckwear, $1; hats, $10; umbrella, $1; sweater (at $7.50, to last three years), $2.50; laundry, $15; doctor and dentist, $15; streetcar fares, $20; magazines and postage, $5; association dues and insurance, $8; recreation and amusements, $18.50; church and contributions, $5; and incidentals, $12.50. The total expenditure for the year was $493.25, or $9.48 a week.

Living Wage

On the federal scene, Hon. T. W. Crothers, Minister of Labour, was considering Royal Commission reports that dealt with disputes in the coal-mining, steel-making and shipbuilding industries in Nova Scotia, and urged that with "the great increase in the cost of living, common labourers should have at least a living wage."

One report recommended that labourers in the Nova Scotia Steel and Coal Company, at Sydney Mines, receive wage increases ranging from 1½¢ to 3½¢ an hour. Labourers earning 24¢ an hour would receive 27½¢, and those earning 29¢ would receive 30¢. The increases were effective April 1, 1918.

Protecting Child Labourers

Letters and telegrams poured into the U.S. Children's Bureau from mines, mills and factories when the U.S. Supreme Court decided that the Federal Child Labour Law was unconstitutional on the grounds that it infringed on local authority concerning work hours.

The law, enacted in 1916, prohibited interstate or foreign shipments of products emanating from mines, factories, tanneries, workshops and quarries that employed children. The Act had gone into effect in September 1917, and, if fully enforced, would have affected 250,000 children. Although there were still 2,000,000 child workers in trades not subject to federal jurisdiction, it was generally believed that, by establishing a nation-wide minimum standard of protection, and pitting the authority of the federal Government against child labour, the bill would eventually bring an end to it.

The Court had to decide whether Congress had the authority to prohibit transportation of produce from factories

Continued on page 398

Farewell and Good-bye

The "Fifty Years Ago" page, and the LABOUR GAZETTE, have lost their senior feature writer, Cyril Malcolm Winter, who had been with the GAZETTE for 13 years.

In expressing deep regret at his retirement, on May 31, the Editor-in-Chief said that "he had the unique ability of analyzing a 300,000-word Royal Commission report and reducing it to its 3,000-word essence. It will be most difficult to replace him."

Mr. Winter's page has been widely quoted in daily newspapers, trade journals and labour papers. He had never missed a single edition since joining the Gazette in 1955. His last contribution, which appeared in the June edition, was his 153rd "Fifty Years Ago."

The 1968 CLC Convention

Extensive constitutional changes approved.

Conflict between Congress and QFL averted by agreement.

Proposal by Quebec Federation for increased autonomy decisively voted down.

QFL nominee defeated official candidate in contest for executive post.

A NUMBER of constitutional changes, one of which increased the size of the executive council to 30 members instead of 21, were adopted by the 7th Constitutional Convention of the Canadian Labour Congress, which was held in Toronto from May 6 to 10.

A serious division in the Congress that had been threatened by a dispute between the executive council and the Quebec Federation of Labour was averted by a last-minute agreement between the two bodies by which it was decided to continue discussions on the matters at issue. The QFL had appealed to the convention against the ruling of the council, but it agreed to withdraw its appeal in consequence of this arrangement.

Another matter that had seemed likely to give rise to warm debate, and possibly to the withdrawal of a considerable group from the convention, passed off without a serious fight when an attempt by the Quebec Federation of Labour to gain increased powers for the provincial federations of labour at the expense of the Congress was decisively defeated by the delegates.

The convention elected a new president, secretary-treasurer and executive vice-president to fill the vacancies caused by the illness of President Claude Jodoin and by the movin up of the other two officers. The additional offices create by the amendment of the constitution were also filled by th election of new members, including the 10 vice-president nominated by the provincial federations of labour.

Speakers at the convention included two fraternal delegate from the British Trades Union Congress, a delegate fron the AFL-CIO, the American representative of Histadrut, an the leader of the New Democratic Party. The delegates wer welcomed on behalf of the Province of Ontario by Hon. Joh Robarts, Premier, and Hon. Dalton Bales, provincial Ministe of Labour, and on behalf of the City of Toronto by Mayo William Dennison.

By a standing vote, the convention expressed its thank to Claude Jodoin for his "outstanding contribution to th cause of labour," and its sympathy with him and Mme Jodoi in their misfortune. Acting President and Secretary-Treasure Donald MacDonald, who was chairman of the convention announced that provision had been made for Mr. Jodoin t be paid for his lifetime, 70 per cent of the salary paid t the office he had occupied. At present, this would amoun to $14,000 a year. In case of his predeceasing his wife, Mm

Jodoin would be paid 50 per cent of what her husband would have received.

Mr. MacDonald also announced that the executive council had decided to establish two scholarships to the Labour College of Canada in honour of Claude Jodoin.

Percy Bengough, past president of the Trades and Labour Congress of Canada, and John Bruce, formerly organizer for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, and for many years an active member of the labour movement and a prominent figure at previous CLC conventions, were introduced to the convention. Mr. Bengough spoke briefly to the delegates, and he was seated on the platform for a good part of the convention.

Federal Deputy Minister of Labour George V. Haythorne was introduced to the convention by Acting President MacDonald, and spoke a few words of greeting from his department to the delegates.

Convention delegates stood in silence for one minute in honour of the memory of Dr. Martin Luther King.

The convention was attended by 1,678 delegates, of whom 116 were representatives of international unions, 26 of national unions, 16 of provincial federations of labour, 1,053 of international union locals, 340 of national union locals, 71 of represented labour councils, and 28 of directly chartered locals of the CLC.

Constitutional Amendments

Besides the amendment increasing the size of the executive council already mentioned, the convention approved the extensive revision of the constitution recommended by the Congress's Commission on Constitution and Structure (L.G. 1966, p. 280). Most of the amendments were minor ones and were carried without debate, but some of the changes were disputed or questioned.

An amendment to the preamble to the constitution that declared the intention of the Congress to fight against tyranny, and discrimination on the basis of race, colour, creed or national origin added the words "sex" and "age."

A new section was added to one of the articles of the constitution that made it the responsibility of the officers of the Congress and of affiliated and chartered bodies of the Congress "to actively encourage the elimination of conflicting and duplicating organizations and jurisdictions through agreement, merger and other means." Insertion of the words "and of affiliated and chartered bodies of the Congress" was agreed to by the commission on the suggestion of Murray Cotterill, Public Relations Director of the United Steelworkers, who pointed out that the matter was very largely the responsibility of affiliated bodies. R. C. Haynes, B.C. Federation of Labour, said that this new section was probably the most important item in the amendments.

A change in another article of the constitution that had declared one of the purposes of the Congress to be "to protect the labour movement from any and all corrupt influences and from the undermining efforts of communist, fascist and all other totalitarian agencies . . ." removed the reference to communism and fascism, retaining only the words "totalitarian agencies."

The change was opposed by Donald McNabb of the Sudbury local of the United Steelworkers, who was at one time prominent in a local fight against communist influence in the Mine-Mill Union's Local 595 in Sudbury. He recalled past fights over communism, and he suggested that the elimination of this reference to communism was a symptom of a desire for peace at any price. He said that the workers in Sudbury had finally chosen the Steelworkers, and in that case the proposed change in the constitution would not have helped. He pointed out that it had not required a change of this kind to allow the Mine-Mill Union to be brought in by merger with the Steelworkers.

Taking out the words "Communist" and "Fascist" would not show that the CLC was democratic, and the remaining words "totalitarian agencies" did not mean the same thing. He thought that management would have a right to say that the unions had capitulated on the issue of communism in the labour movement. He urged rejection of the recommendation. Other speakers from the floor, however, supported it, and it was carried by a large majority.

A recommendation of the commission dealt with the question of reducing the number of unions by encouraging mergers. It said that the Congress should take the necessary steps to develop a program whose objective would be to reduce the number of unions, starting with those that had already indicated a desire to merge, or where a merger appeared to be desirable or logical. It urged a preliminary study of merger possibilities.

The commission proposed that the increase in the size of the executive council should be accomplished by retaining the present four top officer positions of president, secretary-treasurer and two executive vice-presidents, but by providing for six instead of four general vice-presidents, and for 20 instead of the present 13 vice-presidents. Ten of the vice-presidents would be elected to represent the provincial federations of labour, and the remaining 10 would be elected at large "to provide adequate representation to all groups." No objections were raised to the recommendation up to this point, but there was a good deal of adverse criticism of a proposal to add a new section that put an age limit of 65 on nominations for an executive officer's position.

The commission was accused by some delegates of advocating the discrimination on account of age that the Congress had bound itself to oppose. E. (Scotty) Liness, Business Agent of Local 506, Laborers' International Union, said that many men were younger at 65 than others were at 20, and he added, "If a man of 65 wants to work, let him." Josephine Hallock of Local 15, Office and Professional Employees' International Union, Vancouver, said that a lot of women were just as good at the age of 65 as they had been at 35.

Larry Sefton, Director of District 6 of the United Steelworkers, and Secretary of the committee on constitution and laws, denied that this was a case of discrimination. He thought that the Congress should not be bound by ancient slogans. In the past, he said, labour's objection to retirement at a certain age was that, on retirement, workers were thrown on the scrapheap without the means of livelihood; but he added that the commission had also recommended a pension plan for its executive officers. He said that it might be better for the trade union movement in the United States if a similar age limit were in force there.

Another delegate proposed that the recommendation should be referred back to the committee for deletion of the provision about age 65, but the proposal was not supported and the recommendation was carried.

The commission said in another recommendation that the time had come "for Congress officers to explore with all interested parties the possibilities of establishing building trades, maritime, metal and other departments." An article of the constitution was amended to read, "Trade departments may be chartered and established as deemed appropriate and feasible."

Secretary of the committee, Larry Sefton, said that it was common knowledge that the building trades in this country



Photo by Murray Mosher—Photo Features

Larry Sefton

regulated their contracts under the AFL-CIO Building Trades Department. He thought that the time had come to set up such a department in Canada. The recommendation was carried.

A proposed amendment that gave rise to warm debate was one that said that "All national and international unions, regional and provincial organizations and organizing committees affiliated with the Congress shall require their local unions, branches or lodges to join chartered federations of labour and local labour councils in their vicinity where such exist." The only change was that the word "require" was substituted for "urge."

Claude Edwards, President of the Public Service Alliance of Canada, opposed the recommendation on the ground that it was constitutionally impossible for his union to carry out this requirement. To do so would require a change in the constitution that could not be made for some time.

Mr. Sefton said he thought that the requirement should be included, but in exceptional cases it would not be pressed if the situation was explained.

E. P. O'Connor, B.C. Government Employees' Association, said that his union's constitution provided for individuals to approve affiliation by secret vote. "You cannot insist on affiliation in our case," he said.

Stanley Little, President of the CUPE, opposed the recommendation, saying that it was not workable, and that to retain the word "require" would do harm when it could not be enforced.

R. C. Haynes, B.C. Federation of Labour, said that it was necessary for this constitutional change to be made. He urged the need for affiliation. Fred Nicoll, Vice-President of the CBRT, said that the constitutional change was asking the impossible, and that making affiliation mandatory was an exercise in futility. The Congress was going to have to live with this problem until organizations were able to effect a change in their own constitutions. If the requirement could not be carried out, an affiliate would be put in the position of standing in violation of the CLC constitution.

Louis Laberge, President of the QFL, said that even though some unions in the Quebec Federation of Labour might have difficulties, he believed the recommendation was very wise.

The recommendation was carried by a show of hands, but J. K. Wylie, Public Service Alliance of Canada, thereupon moved that a standing vote should be taken. The motion was lost, and a motion was then made for a roll call vote. Such a vote would have taken a great deal of time, and the committee offered to discuss the matter and reintroduce it the next day. But when another call was made for a standing vote, the chairman decided that a standing vote should be taken. The recommendation was carried by the standing vote, and the matter was thus disposed of.

Recommendation No. 32 of the Commission on Constitution and Structure proposed that "the Congress should explore further ways and means of improving its liaison with federations and councils, with a view to initiating and assisting in the implementation of a more effective legislative program." This was the crucial recommendation by which the commission proposed to deal with the demand of the Quebec Federation of Labour for great autonomy.

The recommendation was the subject of a "minority report" by Gérard Rancourt, General Secretary of the QFL, and one of the members of the Commission on Constitution and Structure. This report was published by the QFL and was distributed at the doors of the convention building, but was not given official recognition by being issued along with the report of the commission.

In this statement, Mr. Rancourt said that he supported the recommendations of the commission, but that he qualified his support with regard to Recommendation No. 32. He went on to argue that the provincial federations of labour had been constituted because the political structure of this country placed jurisdiction over labour matters in the hands of the provinces. The first line of defence of most Canadian workers was at the provincial level, he said. But although the CLC had the necessary structure to enable the workers in each province to defend themselves properly, it refused to use it to the full extent. The function of the federations, "with a few exceptions, has been limited to that of spokesmen, more or less authorized, before the provincial governments. They have no authority over labour councils, trades or industrial councils operating in the regions under their jurisdiction. . . ."

Mr. Rancourt said that "the CLC, using its regional offices and ignoring its own structure, assumes in the provinces educational and organizational tasks that should be handled by the federations . . . The cost of such [structural] duplication is very high in personnel, in time and in energy." He contended that transferring the functions of the CLC regional offices to the federations would not weaken the Congress regionally or nationally. He said that the federations were parts of the Congress, and "I cannot see how a strengthening of the federations could constitute a weakening of the CLC."

The provincial federations could no longer afford to be "mere paper tigers," Mr. Rancourt said, "and I do not see how the CLC can feel stronger when it sees a federation crushed by a reactionary provincial government anywhere in Canada."

Mr. Rancourt's main recommendation was that the Congress should recognize as the prerogative of the federations: (a) all educational activities within a province initiated by a central body; and (b) the creation and chartering of labour and trade councils within its jurisdiction.

Speaking from the platform of the convention, Mr. Rancourt led the debate on Recommendation No. 32. He said that, although his recommendation might sound extreme, there was room for compromise. He suggested that the

question could be dealt with in the same way as the dispute between the executive council and the QFL regarding negotiations with the CNTU, and he proposed that the incoming executive should be instructed to hold discussions with the provincial federations concerning the delegation of authority. He contended that the executive council's fear of his recommendation was motivated by fear of change.

Executive Vice-President Joe Morris, chairman of the committee on constitution and laws that piloted through the convention the report on constitutional changes, said the commission had demonstrated that it did not fear change. It had recommended a sweeping change in the governmental structure of the Congress. The QFL was not the only federation that had problems. The prerogative of the executive council was at stake. "We are bringing in a new structure. Let's not tie the hands of that structure."

Louis Laberge, speaking from the floor of the convention, said that the minority report represented the official position of the QFL. Their view was that certain vital functions should be delegated to them. Education was a provincial matter, and education should be delegated to the provincial federations. There was no doubt that, if they were responsible for education, they could get thousands of dollars from the provincial government for labour education, he said.

The discussion was broken off at this point, the end of the afternoon session on May 8, and was continued in the only evening session of the convention. At the opening of the evening session, Mr. MacDonald suggested that the microphones on the floor should be equally divided between those in favour and those opposed to Recommendation No. 2. Some delegates objected, shouting, "Not correct," but the suggestion was carried by a show of hands. One microphone was left for any "neutral" speaker who wished to take the floor.

A delegate from the Montreal Firefighters Association opposed the recommendation. He thought that the structure of the Congress should exist for the needs of the members, and should be a means and not an end in itself. The Congress should follow the example of big business, which allowed branches to act for the company in their respective territories.

R. C. Haynes, B.C. Federation of Labour, supporting the recommendation, said that it did not suggest that there should not be further studies of the question. Federations now had continuous representation in the Congress. He thought that, ultimately, consideration would have to be given to the question of duplication of staff between the Congress and the federations.

William Mahoney, in a fighting speech from the platform, supported the resolution. Acceptance of the Quebec proposals would transform the Congress into merely a central body among a number of other bodies on the same level. "Some of us don't believe that the way to build a labour movement is to tear it into ten pieces," he said. This was not a French-English conflict, but it concerned the question of "the kind of organization we are going to build." Delegates who voted for the recommendation would be voting for increased liaison.

At this point, with a number of speakers waiting at microphones on each side, a delegate at the "neutral" microphone gained the notice of the chair and moved the previous question (a means of forcing a vote and cutting off discussion).

The motion to put the previous question was carried on a show of hands amid cries of protest from delegates opposed to the main motion. Louis Laberge, by implication, accused Donald MacDonald of "railroading," suggesting that he should get a job with one of the railway unions. "Sour grapes won't get you anywhere, Louis," Mr. MacDonald retorted.



Photo by Murray Mosher—Photo Features

Gérard Rancourt

The CLC President explained that he had had no means of knowing that the delegate at the neutral microphone would move the previous question, but that, once it was moved, he had no choice but to put it to the meeting.

The previous question was carried, and when the main motion was put, it was carried by a large majority.

A recommendation of the commission, which proposed an amendment to the constitution providing that the sections dealing with the salaries of elected executive officers might be amended by a simple majority vote of the convention, occasioned some criticism. One delegate taunted the officers with being afraid that they would not get their increases if a two-thirds majority were required, and accused them of not having faith in themselves. Another delegate supported the idea of a simple majority. He said that he was not sure the officers should even have to come to the convention, "hat in hand," for salary increases. The recommendation was passed.

A recommended constitutional amendment provided that any union that had been suspended by the two founding organizations of the Congress should not be eligible for affiliation with the CLC unless the executive council was satisfied that the causes that led to the original suspension or expulsion no longer existed. The motion was carried only after a sharp exchange of views.

W. M. Stewart, Shipyard General Workers' Federation of B.C., said that the convention alone should decide who should be members of the Congress. "It's high time this convention decided that we are the supreme body, and not the executive council. Why keep out a whole union because we don't like some individuals in it," he said. The wording of the amendment should be changed to read "by decision of the convention."

The secretary of the committee, Larry Sefton, said that the new executive council would consist of 30 people. The convention could not stay in session all the time, and it was necessary to delegate responsibility to the council between conventions. The question should be decided by rule, not by emotion, he said.

Executive Vice-President William Dodge said that if the convention delegated to the council the right to admit unions, it must also give it the right to refuse to admit them.

The committee recommended adoption of three resolutions amending the constitution with reference to the salaries fixed for the president, the secretary-treasurer, and the executive vice-presidents. The resolutions proposed an increase of $5,000 a year in all cases, making the president's salary $25,000, that of the secretary-treasurer $22,500, and that of the executive vice-presidents $21,000.

One delegate opposed the motion. He said that paying labour leaders like management would make them act like management. The Congress should get back to paying the officers the average worker's average wage, he said. Another delegate asked the convention where there was an industry with some two million people whose officers would work for the salary paid by the Congress. "If they are doing a job, we should pay them the money they deserve for the responsibility they have," he said. The motion was carried.

Recommended Legislation

The legislative committee of the convention dealt with resolutions on various subjects that included: housing, Bill C-186 (L.G., Feb., p. 73), minimum wages, weekly paydays, vacations and statutory holidays, collective bargaining for municipal employees, and compulsory arbitration, A large number of resolutions on other subjects that came within the province of this committee were not dealt with, but were referred to the incoming executive before the convention adjourned.

A policy statement on housing, drawn up by the committee and adopted by the convention, recommended that the federal Government should establish a Department of Housing and Urban Affairs. It also recommended among other things, that: rent review boards should be established by provincial governments; the principle of subsidized mortgage rates should be adopted; massive land assembly programs should be instituted; the amount of money for housing supplied by the federal Government should be substantially increased; and provincial federations of labour should strongly urge their respective governments to sharply increase the pace of activity of their housing commissions or corporations.

A substitute resolution proposed by the committee to cover three proposed resolutions, which was approved by the delegates, declared support for the position taken by the CLC with regard to Bill C-186 in its submission to the Commons Committee on Labour and Employment, condemned the bill as against the interests of labour-management relations and the public generally, and pledged opposition to the reintroduction of the bill or any similar measure.

In other resolutions, the delegates decided to ask the federal Government to establish a minimum wage of $2 an hour across Canada for both men and women, agreed in recommending legislation to require employers to institute weekly paydays, and agreed to refer the matter to the provincial Federations of Labour for action within their legislative jurisdictions, and urged longer vacations with pay and extra pay to cover travelling and accommodation expenses during vacation. They also decided that the federal Government should be urged to declare the first Monday in August a national holiday, that municipal governments should be encouraged to regard Easter Monday as a holiday, and that affiliates should be advised to add this holiday to their bargaining demands.

The convention also recommended legislation specifying that certain holidays should be kept on the following Monday when they occurred on Saturday or Sunday, and a law to compel municipalities to negotiate on a regional basis as a first step toward province-wide bargaining. A resolution was passed condemning "the unwarranted restriction of railway workers' right to strike by the federal Government through its repeated interventions to curtail or halt legal railway strikes," and declaring "unalterable aversion to compulsory arbitration as a means of settling industrial disputes."

The Congress was urged by the convention to help the B.C. Federation of Labour in every possible way to prevent the provincial Government from implementing Bill 33 (see p. 392). It was argued that, if this bill were put into effect, it would encourage employers and other provincial governments to try to bring in similar legislation.

A resolution was adopted declaring the opposition of the Congress "to any legislation imposing compulsory arbitration on any group of workers, thus denying them the right they should have in a democracy to determine their wages and working conditions through the medium of free collective bargaining."

In Unity Lies Strength

The labour movements of both Canada and the United States must work together to bring the utmost benefits to wage earners, delegates to the CLC Convention were told. Howard Coughlin, President of the Office and Professional Employees' Union, urged the delegates to work toward unity of objectives between the CLC and the AFL-CIO. Mr. Coughlin attended the Convention as a fraternal delegate from the AFL-CIO.

Labour unions in both countries face similar problems and objectives, he observed. International corporate firms based in the U.S. employ many workers who are members of international unions active in both countries. He pointed out that patterns of labour legislation were similar in both countries. His thesis was that industrial relations laws appearing in one part of the continent would soon be adopted in other parts. He warned that the content of B.C.'s Bill 33 (see p. 392), which he saw as a real threat to the security of free negotiations in collective bargaining, could easily be legislated in the rest of Canada and the U.S.

Economic goals, such as the UAW's demand for wage parity with American workers for its Canadian members, cannot be achieved without co-ordinated collective bargaining strength, Mr. Coughlin suggested. He placed the onus on the labour movements of both countries of keeping a close watch on any increase of productivity resulting from accelerated automation. Labour's goal of a shorter workweek would be dependent on such an increase, said Mr. Coughlin, and he predicted that it would help create an "age of leisure" by 1985.

This resolution led to a considerable amount of debate. R. Henham, CRBT, said that the non-operating railway unions would be back in negotiation this fall, and they wanted the support of the Congress. An IAM delegate said that railway workers' wages had fallen behind because of compulsory arbitration. A delegate of the Canadian Union of Postal Workers said that his union would fight compulsory arbitration in the Public Service, and C. F. Maguire, National Representative of the Letter Carriers' Union of Canada, said his union had applied for conciliation so that they would be in a position to strike, and if there were no satisfactory results, they would go on strike.

Economic Policy

In an eight-page statement on economic policy prepared by the economic policy committee, the convention declared full employment to be a top priority. Other matters touched on by the statement, which was adopted by the convention, were: wage guidelines and income policies; economic planning; the Carter Report; foreign control; the Watkins Report; international monetary crisis; technological change and manpower policy; and international trade.

A reference in the statement to attrition as an important method of dealing with layoffs associated with technological

The Election of Officers



Photo by Murray Mosher—Photo Features

Left to right: Gérard Rancourt, William Dodge, Donald MacDonald, Joseph Morris.

The election of a new president, and the enlargement of the Executive Council, led to changes in the incumbents of three of the four executive offices, the addition of two general vice-presidents, and the introduction of a number of new names among the 10 vice-presidents at large.

The following were elected without opposition: President, Donald MacDonald (formerly Secretary-Treasurer); William Dodge, Secretary-Treasurer (formerly Executive Vice-President); and Joseph Morris, Executive Vice-President.

In one of the only two contests in the election, Gérard Rancourt was elected to the second Vice-President's position, defeating Romeo Mathieu, the official nominee of the Executive Council, by 884 to 534 votes. Mr. Rancourt's election was hailed with enthusiasm by a number of his supporters, some of whom carried him shoulder-high to the platform. He had originally been on the official slate of nominations, but his name was removed shortly before the convention on account of the quarrel between the QFL and the Congress.

Of the six elected without opposition as General Vice-Presidents, William Mahoney, United Steelworkers, William Ladyman, International Brotherhood of Electrical Workers, and A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen, were re-elected. Former General Vice-President George Burt, United Automobile Workers, did not stand for re-election. The other three elected to the position were: Dennis McDermott, recently appointed Regional Director in Canada of the United Automobile Workers in succession to George Burt; L. H. Lorrain, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and Stanley Little, Canadian Union of Public Employees.

The following were elected Vice-Presidents at large: Larry Sefton, C. Neil Reimer, Robert Smeal, Huguette Plamondon, G. C. Watson, Michael Rygus, Fred Nicoll, Claude Edwards, William Stefanovitch, and Bernard Shane. This election was the result of a contest in which 13 candidates were nominated. The 10 elected were all nominees of the Executive Council, and the other three candidates were William Stewart, Jack Staples, and Josephine Hallock.

change was taken exception to by two delegates representing the Brotherhood of Locomotive Firemen and Enginemen. A. R. Gibbons, Canadian Vice-President of the union, said that his union had become disillusioned with attrition as a method of avoiding such layoffs. It had been the method applied to locomotive firemen, but his union had been at a disadvantage in collective bargaining on account of it.

Some firemen, he said, had had no increases in pay since 1960. The union had been negotiating with the two main railways for more than a year, and all that the companies had offered was an increase of 8 per cent by the CNR and 7 per cent by the CPR for a three-year agreement, in contrast to the non-operating railway employees who had been given 24 per cent over three years. If this was attrition, Mr. Gibbons said, it was no good.

Another BLFE delegate said that, when the firemen went to the railway companies to ask for wage increases, they were told, "You are lucky to be here," and that they should not expect any increases.

A delegate who was an NDP candidate in the federal election said that the policy statement failed to point out that the Government had damaged the economy by its policy with regard to NATO and NORAD and the Vietnam war. The Government should cut its support of NATO and NORAD. He said that the Government had restricted trading with China because it had refused to recognize the Government of China.

Another delegate said that the statement contained outdated philosophy. He said that nothing could be further from the truth than the idea that productivity in Canadian plants was lower than in American plants. He complained that companies unloaded outdated equipment on Canadian plants. Economic independence was needed. The Govern-

Report of the Secretary-Treasurer

Both financially and administratively, the CLC has shown progress for three successive, biennial periods of review. Donald MacDonald, in his capacity as Secretary-Treasurer, told the delegates that the CLC's increasing gross revenue had made it possible for the Congress to finance its constantly expanding activities, and still realize an operating surplus.

One of the financial goals of the CLC, as announced at the 1956 merger Convention, was to set aside fluid reserves. They are to be equal to six months expenditures, to ensure that the Congress could maintain its programs and activities during adverse economic conditions. This objective was achieved during 1967, Mr. MacDonald reported. The general fund investment bond portfolio reached a par value of $810,500. This, in addition to investment in the ICFTU, which reached $15,000, and the net cash position, created fluid reserves in excess of the $816,000 needed for expenditures for half a year.

There has been a proportionate increase in the total number of organized workers in Canada, and unions affiliated with the Congress have embraced an increased percentage of them during the past two years, the Secretary-Treasurer said. At the time of the 1966 Convention, in spite of a numerical growth in membership, the proportional growth in percentage terms had remained almost static. The total number of organized workers in 1967 rose to 32 per cent from 30 per cent two years previously, and, of this, the membership in the Congress in 1967 rose to 75.5 per cent from 73 or 74 per cent two years before.

Special notice was given to the standing of the Chartered Union Defence Fund. The Fund, which is maintained to provide strike benefits and legal and similar assistance to the directly chartered unions of the Congress, is administered by the executive committee. During the past two years, there has been an unusually large demand on the fund; hence its balance increased by barely $2,000 from its previous balance of $220,000 at the end of 1965.

The Congress has been encouraging directly chartered unions to tranfer to, or merge with, affiliates with appropriate jurisdiction. Although this policy was actively pursued, Mr. MacDonald said, membership in directly chartered unions and per capita receipts from them dropped only fractionally.

The Secretary-Treasurer was particularly concerned with efforts of the CNTU to change the national bargaining structures established by the Industrial Relations and Disputes Investigation Act and the Canada Labour Relations Board, and by the membership raids conducted by the CNTU against CLC affiliates in the radio, television and railway fields. To combat these attempts, the Congress has set up a special Quebec Organizing Fund, to which all affiliates have been requested to contribute.

Mr. MacDonald reported that the resources of the fund were put to use "to protect the Congress affiliates from the depredations of the CNTU."

The fund, he noted, was not designed to finance activities in the political or legislative fields. Therefore, finances for a counter-campaign to that of the CNTU in the political field were received from the Congress departmental budgets and latterly from a distribution of costs between the general treasury and departmental budgets.

Mr. MacDonald lamented the fact that the federal Government had "capitulated" to the CNTU's efforts, and introduced the "notorious" Bill C-186 as a result of the CNTU's campaign. "If enacted, it would give the CNTU all it sought by way of the destruction of the national bargaining principle, and render the CLRB impotent."

The gross revenue of the Congress for 1966 amounted to $1,649,144.74 and for 1967, to $1,764,337.30 for a total of $3,413,482.04. Expenditures in 1966 were $1,541,578.25, and increased during 1967 to $1,631,957.82 for a total of $3,173,536.07. The operating surplus resulting from this was $107,566.49 in 1966, and $132,379.48 in 1967, for a total of $239,945.97.

ment should look more thoroughly at the question of the moving of Canadian plants to the United States.

The committee chairman pointed out that the statement had said that firms should be made to obey Canadian laws, and had urged the setting up of an agency to export to any country that wanted to trade with Canada.

Referring to wage parity, an Oshawa delegate of the UAW said that the threat by Massey-Ferguson to pull out of Canada raised the question of nationalization. The Canada-U.S. auto agreement was not all roses. It was costing jobs for both Canadian and American workers because it was allowing the companies to rationalize production. Jobs were scarcer in Oshawa, and some fabricating plants were turning over their work to U.S. parts plants.

The policy statement reiterated the CLC's support of the recommendations of the Carter Report (L.G., June 1967, p. 349). It said that it offered "a blueprint for developing for the first time in Canada a system of taxation whose overriding precept is a consideration for equity or fairness."

The convention approved resolutions concerning economic policy:

- urging the Congress and its affiliates to give full consideration to the problems created by technological change, and to examine the idea of waging a national campaign to reduce working hours with no reduction in pay, as a measure designed to alleviate the impact of technological change on Canadian workers; and
- asking the Congress to press the federal Government to abolish inheritance tax and to enact legislation to stimulate home ownership by allowing interest paid on mortgages to be deductible for income tax purposes.

Political Education

The delegates approved resolutions asking the federal Government to pass legislation requiring public disclosure of all contributions to political parties; favouring abolition of the Senate; instructing the Congress to circulate the attendance records of MPs for the use of local political education committees and to urge the Government to take measures to curtail and eliminate absenteeism; and condemning the Liberal Government of Saskatchewan for "its anti-labour attitude and regressive actions respecting public programs and social legislation."

The convention adopted a policy statement on political education in which it strongly reaffirmed the political policy statements of previous conventions and pledged its support "to the building of the political machinery that is necessary to make the New Democratic Party the government of Canada."

Bill C-186

The convention unanimously passed an emergency resolution declaring the determination of the Congress "to oppose Bill C-186, and to use all its resources and engage in every possible measure to prevent the enactment of this politically biased and morally indefensible proposal."

Fred D. Nicoll, CBRT, described the bill as a most dangerous and destructive threat to the labour movement, and he said that it would be resurrected if the Liberals were returned. It was meant to give freedom of disassociation, and he asserted that it was necessary for railway labour to get national bargaining and wage rates. The Liberal Government would put the clock back by passing such a bill.

Louis Laberge said that the QFL supported this resolution to try to defeat the bill, believing that it was against the best interests of the workers. It was not a question of unity, but a question of efficiency.

Robert Smeale, Business Manager, Canadian Air Line Flight Attendants' Association, thought that many unionists did not realize what was behind this bill. The Liberal Party proposed to divide the workers, he said. The effect of the bill would be to increase regional disparities.

Social Security

A resolution regarding medicare, recommended by the social security committee, urged the provincial federations of labour, in provinces where no action had been taken to put the federal Medical Care Act into effect, to urge their respective governments to introduce suitable medicare legislation at the earliest possible date "with a view to the introduction of a universal medical program within the province."

This resolution was adopted by the convention, as well as a policy statement on medicare proposed by the executive council. In this policy statement, the Congress reaffirmed its view that "nothing less than a comprehensive system of health care under public auspices will satisfy the health needs of the Canadian people." The statement challenged assertions by federal cabinet ministers as to the heavy extra costs of such a scheme to the taxpayers. It argued that people were already spending a good deal of money on medical care, and that "the universal introduction of medicare would in large measure be simply transfers of payments from private to public programs."

The delegates approved resolutions that urged the establishment of comprehensive prepaid dental care for all, and that prescribed drugs for old-age pensioners should be paid for by the federal Government as a temporary measure pending the inclusion of prescribed drugs in a medicare program.

A resolution that the Congress should petition the federal Government "to have the entire question of the international drugs cartel raised in the United Nations, and a committee of that body . . . set up to investigate and report on the matter" was approved in principle. The question of drug



Photo by Murray Mosher—Photo Features

William Dodge and William Mahoney

prices generally was referred to the incoming executive council "for appropriate legislative action."

Human Rights

A statement of human rights, approved by the convention, said that although progress had been made, "Canada is a long way from realizing the ideals of the United Nations Declaration [Universal Declaration on Human Rights]. The stage must still be set for further efforts to improve human rights in Canada." The statement went on to describe what the Congress thought should be done to bring about greater equality of opportunity and to prevent discrimination in employment and housing, and to improve the condition of Canadian Indians.

The human rights committee reported that the executive council had agreed to institute two projects in 1968 in commemoration of the UN Declaration. One of these would be a National Human Rights Conference to be held in Ottawa on November 12 to 14, 1968, and the other would be the underwriting and supervision of a special project among the Indian population at Kenora, Ont., in "an effort to adduce facts on the situation there so that meaningful representation may be made to governments proposing adequate solutions to the social and economic problems confronting our Indian people."

To raise funds for the Kenora project, an appeal for financial assistance on a voluntary basis was being made to all affiliates.

Education

The convention endorsed "the principle of equal opportunity of education for all Canadians," and agreed to ask the federal and provincial governments to "institute an adequate system of aid that would eliminate all financial barriers to the attainment of education at all levels," and to press those governments "to assume the entire responsibility for education costs."

The convention authorized the incoming executive council to study the possibility of providing for regular and adequate financing of the Labour College, and to recommend to the 1970 convention "the methods they propose to meet this need." It also urged all affiliated unions to support the Labour College "to the fullest financial extent possible."

International Affairs

A policy statement on international affairs, presented to the convention by the international affairs committee, said that there was new hope for improvement in the Vietnam situation in the agreement to begin talks in Paris on May 10. The Congress called on all concerned in the discussions "to bury their hostilities so that there may be an end to the carnage at the earliest possible moment," and on the United States and the Governments of South and North Vietnam "to match deeds with words."

It said that "the Government of Canada should redouble its efforts to assist in every way possible." Great Britain and the USSR, as joint chairmen of the Geneva Conferences in 1954 and 1962, should take the initiative necessary to bring about a solution.

The statement referred briefly to the situation in the Middle East, in Africa and in Greece. In a section on "The Contradictions of Prosperity and Poverty," it urged that Canada should "spend at least 1 per cent of its gross national product for external aid and development, thus meeting the target set by the United Nations and other agencies." It also advocated that consideration be given to granting special tariff and other trade concessions to new countries.

The statement referred to the 50th anniversary of the ILO in 1969, and said that the Congress would mark "this truly historical event in a meaningful and appropriate manner." It wanted the present status and potential effectiveness of NORAD to be "carefully assessed."

A number of delegates expressed disappointment or dissatisfaction with the policy statement. Eamon Park, United Steelworkers, supported it "with misgivings." He said that our participation in NORAD was useless. He wanted cultural exchanges across the Iron Curtain involving working people. A Pulp, Sulphite and Paper Mill Workers delegate was not happy with the report. He wanted the sale of arms in Canada to be stopped.

A Steelworkers' delegate complained that there was no mention in the report of what the unions should be doing. Some did not contribute to helping the developing countries, he said. Jimmy James, Manitoba Federation of Labour, said that

New Goals for the ICFTU

The progress of the International Confederation of Free Trade Unions since its inception 20 years ago was the topic chosen by Harm Buiter, General Secretary of the ICFTU, who was the international delegate to the CLC Constitutional Convention.

The ICFTU is suffering from a lack of funds, said Mr. Buiter. Its income has not kept pace with its expenditures. He put forward to the delegates two goals for the international labour union: to streamline its organization; and to set up an effective workers organization that would discuss problems facing labour on an international scale, and intervene when necessary in an attempt to solve such economic and other problems.

Mr. Buiter cited several examples to show how labour unions are able to help bring about settlement of serious international disputes. The United Nations was not able to resolve the Arab-Israeli war that broke out last year, he noted. The ICFTU, however, was able to arrange a meeting in Brussels between Arab and Israeli workers to discuss the dispute from their respective points of view. These meetings were not completely successful, Mr. Buiter acknowledged, but reported that the representatives had agreed to continue the discussions at a later date.

The speaker told also of the ICFTU's international campaign to provide relief for Vietnamese workers who had been dispossessed by the war in their country. The international body was able to obtain the release of several South Vietnamese trade union leaders who had been captured by the enemy army.

Describing the Confederation's planned program for the United Nations International Human Rights Year, Mr. Buiter called for international solidarity among labour groups on behalf of "millions of suppressed workers." He reiterated the ICFTU's program for human rights, and emphasized that combat against suppression of human rights was a continuing job for trade unions.

nionists paid lip service, but did not abide by this statement of policy. Nancy McDonald, Hamilton Labour Council, reminded the delegates of Nagasaki, and said that the preservation of the human race was the joint concern of all mothers, who did not want their children to be sacrificed to the gluttons of war.

Executive Vice-President Joe Morris said that the convention was dealing with a policy statement, not a rhetorical recital. The character of the regimes in power in Portugal, Spain and other countries was well known. The Congress did not support the shipment of arms to Vietnam, but it was possible to act only under machinery set up by the United Nations. He said that the question of cultural exchanges had undergone serious consideration by the Congress. "We have told the ICFTU that policies must be re-evaluated." It was necessary to work in areas in which they could be most effective, he said.

A CUPE delegate said that he was pleased to hear Brother Morris say that the Congress was opposed to the sale of Canadian arms to the United States to be used in Vietnam. The absence of such a statement was a weakness in the policy statement. The voice of this Congress should be added to that of world opinion that negotiations must be brought to a conclusion, he said. Organized labour should compel a much more forceful position to be taken to end the war.

A motion to refer the policy statement back to the committee was put and carried, and at the final session, the committee brought forward an addendum to its policy statement. This addendum made certain changes in the statement, including one that said in part, "We have no right to profit on this wretched war by the shipment of arms to the United States, and we call for the immediate cessation of all such shipments."

Another change said that NORAD had now outlived any possible usefulness it had ever had as an instrument of North American defence, and the Congress called for Canada's immediate withdrawal from the NORAD agreements.

A paragraph was inserted that said, "We believe that the time has arrived when cultural exchanges at all levels of activities between various nations are desirable in order that maximum understanding may be achieved between peoples, and their respective prejudice and ignorance reduced. The committee draws attention of the convention to the fact that this subject is on the agenda for discussion at the next meeting of the executive board of the ICFTU in July of this year."

With this addendum, the policy statement on international affairs was approved by the delegates.

A resolution urging the admission to the Congress of the United Fishermen and Allied Workers' Union "with the greatest possible dispatch," was, on the motion of the committee on organization, referred to the incoming executive for consideration.

Executive Vice-President Morris said that a formal application for admission had been made for the fishermen's union,

The President's Address

The address of the CLC President rang like a throne speech. Acting President Donald MacDonald (now President) set out the areas of policy programs that the CLC would follow during the next two years and beyond. The policy statements adopted by the Convention were discussed and debated throughout the week-long meeting.

Mr. MacDonald, an ex-coal miner from Nova Scotia, was outspoken in his criticism of government policies and programs in matters that affect the economic and social conditions of workers. Regional disparities in the living conditions of workers, and poverty, were the primary targets of his criticism. Taxation was another. "It is obvious that our system of transfer payments has so far failed to accomplish [equitable distribution of the national income]."

Mr. MacDonald made it clear that members of the CLC are soundly opposed to a government wage and price review board. "It is part of the old, familiar pattern of placing the burden of economic recession and dislocation on the backs of the workers." He then outlined the move of the CLC to oppose a wage "freeze" and inequalities in the distribution of the national income, which "doom hundreds of thousands of fellow Canadians to a standard of bare subsistence."

Social legislation was a serious and inevitable topic, Mr. MacDonald said. He insisted that medicare legislation, unemployment insurance and housing programs should be expanded to accommodate workers who need these services, but who cannot, through their own resources, purchase them. He was referring to the Medical Care Act, of which only a few provinces have indicated that they will take advantage, the Unemployment Insurance Act, and the National Housing Act, which so far has been unable to overcome the "ever-worsening housing situation."

Mr. MacDonald showed particular contempt for recently introduced labour legislation. "We have seen the introduction of compulsory arbitration in one province after another . . .

"Bill C-186 was one of the most flagrant and unabashed pieces of political patronage ever devised." He termed the bill "destructive" of "the independence of action of the Canada Labour Relations Board, the determination of appropriateness of bargaining units on rational grounds, protection against the fragmentation of the bargaining unit into competing and conflicting local or regional units, and the avoidance of litigation in connection with Board decisions."

The labour movement, Mr. MacDonald said, is faced daily with the problem of technological change, and amendments to the Industrial Relations and Disputes Investigation Act must be made to enable unions to protect their members against its adverse effects, for which recommendations are proposed in the Freedman Report.

and was in the hands of the executive council. He said also that the council had given its blessing to efforts by the United Packinghouse Workers and the United Fishermen to work out a merger agreement.

Another resolution proposed by the committee as a substitute for 10 resolutions on the same subject directed that the CLC should accept into affiliation any union outside the Congress that was prepared to abide by the principles, policies and constitution of the CLC, provided that such admission did not add to "the proliferation of unions within a given jurisdiction, unless there are valid reasons for doing so."

There was strong opposition to this resolution, and it was finally referred back to the committee. One delegate objected to the words "proliferation of unions" in the resolution. He said it might defeat the intent of the resolution if anyone could object to admission because of a conflict of jurisdictions. "Let's remove the strings," he said. All unions must be got into the Congress before they could work to get rid of proliferation.

Another delegate said that they should stand for a common front. They could not be isolationists. It was necessary to recognize that there were affiliates that were undemocratic. A Steelworkers delegate, speaking for the resolution, said that there was nothing in it that precluded discussions between unions inside the Congress and those outside. Unity that brought all fights into the Congress was not unity. Unions brought in should be those with common interests.

A delegate of the Railway, Airline and Steamship Clerks said, "We don't get unity by talking about it." The officers should get down to talking about these things. "Let's get everyone into the Congress and find out what they are thinking about," he said.

A motion to refer the resolution back to the committee was carried.

Seafarers' International Union

The committee opposed a resolution that proposed "that the decision of the executive council to accept application of the Seafarers' International Union be hereby reversed and nullified." This resolution provoked a good deal of discussion and uncovered strong opposition to the readmission of the SIU, although the convention eventually supported the committee's recommendation of non-concurrence.

Jack Staples, President of the Canadian Maritime Union, which presented the resolution, said that the Congress did not want in its ranks racketeering unions such as the SIU. "We in the industry know what they were, and they haven't changed since 1962," he said. Banks was still on their payroll, their constitution had never been reformed, and their dues were extortionate. In the United States, the union reached right into the gangster movement. He urged the delegates to vote against the committee's recommendation.

J. K. Wyllie, Public Service Alliance of Canada, said that he could not support the committee's recommendation of

Union Label Trades Department

Amendments to change and rearrange the constitution of the Union Label Trades Department and 12 resolutions to be presented to the CLC Constitutional Convention occupied the major portion of the agenda of the Department's sixth biennial convention.

The CLC Acting President, Donald MacDonald, addressed the delegates on the subject of "victimization of those who control the market of goods and services against unionists who, as consumers, must purchase those goods and services."

Mr. MacDonald, at the time campaigning for the presidency of the CLC, discussed with Union Label delegates the approaches and techniques that could be used to achieve the goals of the Trades Department. Chief among these was promotion of the use of the union label "to strengthen the position of unionists who fight for fair working conditions, then lose them because consumers don't buy union-made products."

There were only 102 delegates attending the convention. This was a source of concern to the executive of the department because it was a reflection of union participation in the activities of the department. The executive noted that several of the large international unions that are affiliated with the Union Label and Service Trades Department of the AFL-CIO are not affiliated with the Union Label Trades Department of the CLC. Members expressed the hope that the Canadian sections of these unions would affiliate with the department.

One of the causes and, at the same time, one of the manifestations of this problem was the difficulty in assessing the locals to which credentials should be sent. For unions that affiliate all their locals, there is no problem. But in cases in which large national or international unions affiliate only a percentage of their membership, the credentials are often misplaced or not sent on to the representatives. Delegates expressed the need to acquire a greater representation of unions within the department to overcome this difficulty.

The convention elected its officers for the next two years. Stanley G. Clair, Amalgamated Clothing Workers of America, will continue in his office as President. Regional Vice-Presidents are: Maritimes, Gordon Smith; Prairies, William Haiko; British Columbia, Josephine Hallock, Office and Professional Employees' International Union; and Quebec, Gérard Rancourt, Quebec Federation of Labour.

Provincial Vice-Presidents are: British Columbia, B. Swanson; Alberta, W. Y. Paterson; Saskatchewan, L. Ball; Ontario, Ian Reilly; Manitoba, A. Walker; Quebec, Saul Linds, Amalgamated Clothing Workers of America; New Brunswick, Annie Laird; and Newfoundland, Martin Saunders.

In addition to electing their new officers, the delegates passed two constitutional amendments to empower the executive to appoint provincial vice-presidents for Nova Scotia and Prince Edward Island.

non-concurrence until all the facts had been given. He would not support the admission of the SIU until he was sure it was not dominated by Hal Banks. He recalled that "a few short years ago" the union had been branded as unfit to be in the Congress.

A delegate who opposed the readmission of the SIU said that it was the same organization today as it was six years ago. It was a vehicle to extort money out of people. (A leaflet was circulated at the convention that purported to have been issued by "SIU Rank & File Members," that gave the SIU dues structure, showing that the probationary membership fee was $240, monthly dues $8, and additional assessments $20. Book membership was given as $100. Excerpts from the SIU's National Shipping Rules showed the existence of what appeared to be oppressive hiring practices).

R. A. Cockrem, Canadian Air Traffic Control Association, supported the resolution as it had been presented. The SIU was no better than before, he said, and its admission lowered the standards of the union movement.

A motion by C. J. Martin, Brotherhood of Railroad Trainmen, and seconded by R. Greaves, CBRT, to refer the recommendation of non-concurrence back to the committee was put to the convention and lost.

R. Henham, Local 275, CBRT, Vancouver, suggested that the executive council had made a wrong decision in readmitting the SIU, and that the convention should put things right by reversing it.

General Vice-President William Mahoney said that the executive council was blamed one minute for not bringing every union into Congress, and blamed the next minute for admitting a union. He asked why the president of the SIU, who was present, did not get up to defend his own union. The SIU constitution, Mr. Mahoney said, had been democratically chosen by the seamen. They were not concerned about thugs like Hal Banks, but they were concerned about the seamen, and they thought they should have them back.

M. K. Carson, CBRT, disagreed with the committee's recommendation. He thought that the labour movement would be best served if the delegates thought about what had happened in the SIU since the Winnipeg convention. The same necessity for a trusteeship still existed. He thought that the executive council, with the best intentions, had made a very grave mistake.

Acting President MacDonald made a statement on the question. He said that he could well appreciate the emotions generated. He recalled that it had been the CLC that had in the first place forced a reluctant Government to take action "to rid our society of a cankerous growth." The trusteeship had been supported by the CLC although the principle was abhorrent to it. The trustees were to be commended on the job they had done.

An application for readmission had never received such close scrutiny as the SIU's application had received. It had finally been decided to give serious consideration to the application, and the unions concerned had been notified. The admission had been carefully screened, and a committee had been set up to keep watch on the SIU. The strike they had conducted last year had been a model of correct behaviour, and since they had come back to the Congress they had conducted themselves with the utmost probity.

What some were trying to do would mean that the Congress would expel the SIU after a few months during which there had been no complaint.

The committee's recommendation of non-concurrence was finally carried.

Government Employees

The chairman of the government employees' committee, Claude Edwards, read a report on the situation affecting government employees, particularly those belonging to affiliates of the CLC.

The report said that the great majority of federal Government employees were now represented for collective bargaining purposes by Congress affiliates. The committee believed that "the standing government employees' committee of the Congress must be reactivated and used to maintain an ongoing appraisal of the effectiveness of the Public Service Staff Relations Act and other relevant legislation," and for other purposes.

"Close and effective collaboration now exists between the Public Service Alliance of Canada and the Canadian Union of Public Employees," the report said; and these affiliates proposed "to broaden their degree of co-operation by integrating their technical and other services and facilities in the near future." Steps had been taken to increase co-operation between these two unions and five provincial government organizations by a program of conferences and consultations, which it was hoped would bring unaffiliated organizations into the Congress.

General Resolutions

The general resolutions committee recommended and the delegates approved resolutions that:

- asked the Congress, provincial federations and local labour councils to bring pressure to bear on federal, provincial and municipal governments to ensure that uniforms bought for the use of employees of such governments should bear the union label, and advising affiliated unions to urge their members to demand the union label when buying wearing apparel;
- asked the Congress to press the Department of Transport to remedy the lack of airport facilities in Nova Scotia by constructing such facilities, and as a first step, to extend and pave runways at the Trenton, N.S., airport;
- instructed the Congress to press the federal Government to "carefully consider commencement dates for new buildings and other projects to ensure maximum employment of construction workers during winter months;"
- recommended the granting of divorce by mutual consent of the parties, after a waiting period of one year;
- favoured the granting of legal abortions "at the request of the person involved;" and
- urged every CLC affiliate to pledge support of the principle that "all labour appointments to government boards, commissions and other government bodies be made or authorized by the appropriate central labour body."

A resolution urging the Government "to institute a suitable allowance payable to female citizens who remain in the home to properly develop and counsel the future population of Canada" was referred to a newly constituted CLC committee on the status of women.

Shirley Carr, Local 133, CUPE, disagreed with this resolution and wanted it to be referred back to the committee. A male Public Service Alliance of Canada delegate, on the other hand, supported it wholeheartedly and described it as the most revolutionary resolution to date.

A resolution directing the Congress to establish a consumers affairs department, and urging affiliated provincial federations to follow suit, was approved in principle and referred to the incoming executive.

Planning for Greater Security

Trade unionists must be willing to change their traditional attitudes toward technological change, and face the realities of economic and social progress, George Lowthian, British fraternal delegate from the Trades Union Congress, told the CLC convention. There is little future for any trade unions if they are not willing to throw away their prejudices about economic and industrial planning, he said.

A former chairman of the TUC and a present General Secretary of the Congress, Mr. Lowthian emphasized the need for unions to keep up with mass-production techniques, and growth in the size of markets. "Many of these economic and political changes are welcome to trade unionists because they provide evidence of greater maturity, both of our industries and our nation, and because they have resulted in significant improvements in living standards. But it is an important part of our job to ensure that those who are in the front line of change are adequately protected, and that they are among the winners, and not among the losers."

Mr. Lowthian was adamant in his conviction that trade unionists must have a voice in industrial decisions, and that new forms of security must go hand in hand with new industrial techniques. "This, in essence, is what we in Britain mean by planning. Planning involves the creation of a co-ordinated view of what needs to be done" to give workers better standards of living, social justice, more jobs, continuity of employment and economic security.

Britain established the National Economic Development Council in February 1962. It comprises representatives of the Government, the employers' central organization and the TUC. It meets monthly to discuss topics concerning industrial planning and the achievement of national objectives. The staff of the Director-General of the Council prepares papers and reports to take account of these interests and objectives.

The Economic Development Committees are extensions of the Council, which provide regional reports at the industry level. At present, there are 25 Committees, one in each major industry, with tripartite representation, and there are plans for setting up further committees. These committees study management training, services offered by the British Employment Exchanges, welfare premises, standardization, and the improvement of forecasting demand and output.

A Central Training Council and 21 Industrial Training Boards have been set up under the Industrial Training Act of 1964. Manpower problems, and the development of skills to meet technological change, are the principal subjects of discussion at these boards, and their examination has lead to the establishment of a wide range of new training facilities.

The work of the TUC in influencing economic policies and planning is an ongoing one, was the message of Lord Wright, the other fraternal delegate of the TUC.

The TUC this year is celebrating its centenary. Lord Wright, General Secretary of the TUC, and Chairman of its General Council, described to the delegates the organization's history and development. It now represents 8.75 million British workers. Only one major union, teachers, remains outside the central organization. The teachers group is at present holding a referendum on whether to affiliate with the Congress "If their answer is 'yes'," Lord Wright said, "the TUC will be just about complete and comprehensive."

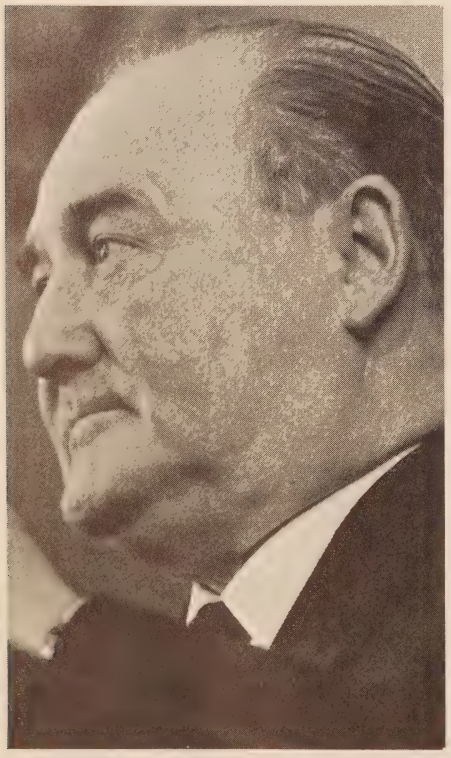


Photo by Murray Mosher—Photo Features

George Lowthian

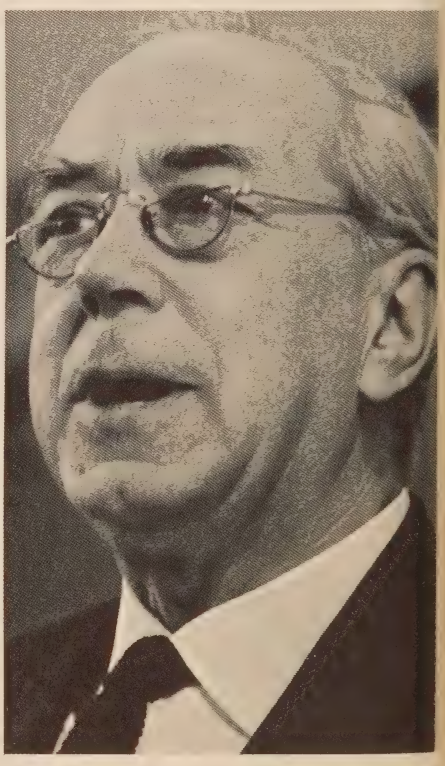


Photo by Murray Mosher—Photo Feature

Lord Wright

Behind the Scenes

At the CLC Convention



Photo by Murray Mosher—Photo Features

Louis Laberge

The running battle between the executive committees of the Canadian Labour Congress and the Quebec Federation of Labour concerning an appeal procedure submitted by the QFL to the convention was where the action was during the CLC's Seventh Constitutional Convention.

The expected crisis between the QFL delegates and the CLC executive failed to materialize when last-minute negotiations healed the growing rift between them.

The months-long disagreement developed over how far the QFL could go in conducting no-raiding talks with other Quebec unions without seeking or receiving the sanction of the CLC parent body. The situation arose two months previously when leaders of the QFL and the rival, Quebec-based Confederation of National Trade Unions initiated discussions and signed a memorandum of agreement to make a pact that would resolve competition for membership between them. The talks had spread to include the Corporation des Enseignants du Québec (Teachers).

The situation then reached a critical point. The CLC executive was convinced that the Quebec group had gone too far in taking the initiative to commence these talks and sign the agreement. Its chief argument against the Federation's unilateral signing of the pact lay in the CLC's contention that the Federation comprised only locals of international and national unions, who could not ratify such a pact in Quebec, if inter-union raiding in other provinces was still going on.

The implication of the signing was that such a pact could threaten to disrupt the unity of the house of labour. The CLC predicted that, if the national and international unions failed to support the agreement involving their Quebec locals, the Federation executives who signed but couldn't deliver would appear ridiculous. In addition, such a move toward greater autonomy for the QFL could undermine the strength of the CLC in the national labour movement.

An emergency meeting of the CLC executive council was held on April 9 and 10 to discuss the negotiations between the two bodies, and the objections of the large international unions, which make up the majority of the QFL's membership. Before any invitation to continue the discussions with a view to signing a no-raiding pact could be drafted, CNTU President Marcel Pepin repudiated any interest in such discussions. A few days later, Louis Laberge, QFL President, denounced the intervention move, and resigned as a CLC Vice-President. (Among informed observers, this move was considered empty, because the CLC constitution, coming up for revision at the Seventh Convention, would provide for representation of all provincial federation presidents as vice-presidents of the Congress.)

Just days before the convention began, the QFL prepared and submitted an emergency resolution that asked the convention to agree that recent negotiations between the QFL, CNTU and CEQ regarding the jurisdictional agreements did not violate the CLC constitution. The emergency appeal motion was necessary because it was submitted within 60 days of the convention meeting. This significant resolution introduced the problem of granting autonomy to the QFL to regulate changes of union allegiance between the QFL, CNTU, and CEQ. The CLC executive council held that such a move toward settlement of problems arising from affiliation changes created

the untenable position of allowing union locals to make arrangements to which their national and international parent bodies could not or would not be a party. The QFL representatives denied that the agreement was a no-raiding pact based on union jurisdictions within the Province of Quebec.

The day before the conference opened, Donald MacDonald said that the issue of introducing the QFL amendment was not a stickler. The hard negotiations would then be conducted on the convention floor.

At the first session of the convention, the CLC executive council recommended that the delegates agree unanimously to hear the appeal motion. The predicted debate did not occur, however, because the last-minute bargaining between CLC and QFL executive councils produced the following statement:

"We are pleased to be in a position to inform the convention at this time that, as a result of discussions that have been held between the executive committees of the Congress and the QFL, there has been a mutually satisfactory resolution of the issue between the Congress and the Federation, which has been of such great concern to all of us.

"The basis of this agreement, which the executive council recommends for your favourable consideration, is:

" 'That this Convention authorize the Congress and the Quebec Federation of Labour jointly to continue discussions with the CNTU and the CEQ with a view to preventing and regulating inter-union conflicts in the best interests of the workers we represent.'

"Approval of this agreement by the convention would supersede all other previous statements with respect to the entire subject."

The motion was passed unanimously.

Moments before, the Quebec representatives met briefly to discuss and approve the motion that had been drafted the night before between representatives of the Congress and the Federation. At least four international union officers played a key role in the mediation between the two groups. All were from Quebec. They were: Louis H. Lorraine, International Vice-President, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; Bernard Shane, Vice-President, International Ladies' Garment Workers' Union; Maurice Silcoff, International Vice-President, United Hatters, Cap and Millinery Workers; and Harry Lottman, Manager, Amalgamated Clothing Workers of America.

Mr. Laberge explained to reporters the discussions and steps taken to reach the agreement. There would be no merger in the near future with the CNTU. The positions of the Congress and the Federation with respect to a possible agreement had been framed already; it was necessary for the union mediators to arrange a formula back and forth between the disagreeing groups. The agreement did not include a delineation of membership representation of the committee authorized to continue the discussions with the CNTU. When asked if he had contacted the CNTU concerning the recent accord, the QFL President added that, as yet, there had been no talks with the Confederation on this issue.

Mr. MacDonald emphasized that the committee would fall under the jurisdiction of the convention, with QFL representatives participating jointly.

Mr. Laberge told reporters that there was no change in views toward Bill C-186 on the part of either the Congress or the Federation, who are both opposed to the legislation. The CNTU, however, supports the Bill. He pointed out that QFL opposition to the Bill did not hinder the discussions conducted between the QFL and the CNTU: the parties had agreed to disagree.

One result of the agreement is that the QFL now has a co-ordinate role in the CNTU-CLC discussions. This move would seem to place the two bodies on an equal footing. Louis Laberge interpreted this as a victory for the QFL. Donald MacDonald, however, interpreted it as in keeping with the CLC's original proposal that the Congress meet with the CNTU to work out a pact designed to prevent conflict and promote co-operation, with QFL representatives invited to participate.

William Mahoney, a CLC General Vice-President, explained that the CLC did not oppose the objective of the QFL-CEQ-CNTU talks, but rather questioned the method. He believed that it would place the Federation in conflict with any of its affiliates that refused to sign the pact, or that, having signed, refused to abide by decisions made by the Federation without authority under its constitution.

Jurisdictional matters are the prerogative of the CLC rather than of the provincial federations, according to their constitutions. The memorandum of agreement already negotiated between the QFL, CNTU and CEQ could involve the Federation in a dispute with the parent body. The Congress would then be obligated to defend the rights of the affiliates of the Federation.

Both Mr. Laberge and Mr. MacDonald denied that the differences of opinion between the two bodies were based on cultural or nationalistic differences between Quebec and the rest of Canada. Both emphasized that this was not a move toward greater autonomy for the QFL.

Mr. Laberge affirmed his belief that the joint negotiations would result in greater unity within the labour movement by reducing the in-fighting among Quebec labour groups. Mr. MacDonald emphasized that there will be no decrease in authority for either body, and that continuing negotiations will improve the state of inter-union relations in Quebec.

The previously arranged pact would present an untenable position in the field of labour relations in Canada, said Mr. MacDonald. He protested that it would be intolerable to arrange a situation whereby there could be inter-union peace between the CNTU and locals of international unions who happen to be affiliated with the QFL, while, at the same time, other locals of the same union were at war with the CNTU in other provinces. Now that the proposed pact will be negotiated on a national level, this dilemma could be resolved, the union leaders averred.

50th Anniversary of the ILO

The convention committed the CLC to pledging its support to the ILO, and to joining with others in activities designed to celebrate the ILO's 50th anniversary, and to calling on all its affiliated and chartered organizations to take part in a program that would place special emphasis on the ILO through information, education, publications and research activities. It also asked the Government of Canada "to mark this truly historical occasion in a meaningful and appropriate manner."

The First Public Service Collective Agreements

THE first collective agreements to be negotiated in the Public Service of Canada under collective bargaining legislation were signed on April 29 by the senior negotiators for the two parties, Claude Edwards, President, Public Service Alliance of Canada, and Cameron Smith and Donald Knapp, of the Treasury Board staff.

Covering about 7,500 employees in three occupational groups—Heating, Power and Stationary Plant Operation; Firefighters; and Correctional—the six contracts involved rates of pay, payment for overtime, paid holidays, severance pay and checkoff of membership dues. The agreements cover the period from October 1, 1966 to September 30, 1968 and provide for pay increases retroactive to October 1, 1966.

Ratification in favour of the contracts signed by the three occupational groups was as follows: Firefighters, 86 per cent; Heating, Power and Stationary Plant Operation, 90 per cent; and Correctional, 86 per cent. Close to 100 per cent of the membership voted in each of the groups.

The total increase for firefighters amounts to an average of $1,664 over the life of the contract, for heating plant personnel, $1,376, and for correctional employees, $1,318.

Under the contracts, firefighters receive an average pay increase of 5 per cent, retroactive to October 1, 1966, the date on which their positions are to be reclassified in accordance with the new public service system of classification. Mid-term increases are 6½ per cent, retroactive to October 1, 1967.

The corresponding average increase for heating plant personnel is 4.8 per cent, effective October 1, 1966, and a mid-term increase of 6 per cent, effective October 1, 1967. The average increase for correctional personnel is 3.5 per cent, effective October 1, 1966, and 6 per cent, effective October 1, 1967. These negotiated increases are in addition to increases of 7 per cent, effective October 1, 1966, that were authorized earlier as an interim measure.

The major benefit to the firefighters, according to the President of Public Service Alliance, was long-service pay on a sliding scale that ranged from a lump sum annual payment of $50 (five to 10 years service) to $250 (25 years or more). This benefit was negotiated in conjunction with a plan that would eventually eliminate shift premiums as an alternative to long-service pay.

The three groups received an extra bonus with the addition of Boxing Day to their number of designated holidays, now totalling 11. They are entitled also to payment at the rate of time and one half for overtime worked under normal circumstances, and at the rate of double time for overtime worked on the second weekly day of rest.

Under the agreements, severance pay benefits that will apply to employees who are laid off after one year of service will equal two weeks pay for the first year, and a week's pay for each succeeding year, up to a maximum of 28 weeks pay.

Severance pay benefits will apply also to employees who resign after 10 years of continuous service, and to employees who retire with an immediate annuity under the Public Service Superannuation Act. In the case of resignation, the amount is one half a week's pay for each year of continuous service, up to a maximum of 26 weeks; and for retirement, the amount is one week's pay for each year of continuous service, up to a maximum of 28 weeks. The new provisions have replaced existing arrangements for retiring leave and gratuities.

Among employees covered by the agreements, those who are placed in holding ranges as a result of conversion to the new classification and pay plans of October 1, 1966 are entitled to compensation in the form of lump-sum payments, effective September 30, 1967 and September 30, 1968. The amount of the payments is equivalent to about half the income produced in the course of a year by the pay increases provided for employees who are not in holding ranges.

Another key union gain, effective immediately is mandatory payroll deduction of union dues for all new employees, whether or not they join the union. An exception is made for employees who object on "conscientious grounds because of religious belief."

A further gain concerns acting pay. Under the contracts, an employee who occupies a position which is higher than his regular position will now be paid the rate of pay for the higher position provided he works at that position for five consecutive working days. At present the "waiting" period is 60 days.

Other negotiated benefits include the following:

- compensation for an employee required to travel on government business on his days of rest will be made on the basis of payment for one third of the hours he is actually in transit, with a minimum compensation of not less than two hours pay;
- payment of $1.50 for supper money to an employee working overtime for at least three hours beyond his normal daily hours, and payment at overtime rates while taking a reasonable amount of time to enjoy the meal;
- a day off with pay when an employee's wife gives birth to a child;
- a raise in evening shift premiums from 48¢ to 80¢ a shift; and
- a raise in night shift premiums from 72¢ to $1.20 a shift.

Hon. E. J. Benson, president of the Treasury Board and Minister of Finance said that the complex and lengthy negotiations had resulted in an equitable settlement, and had established a firm foundation for a productive continuing relationship between the government as employer and the authorized representatives of the employees. "I think it is significant," he said, "that the parties have expressed a desire to improve the Public Service of Canada and to promote the well-being and increased productivity of its employees to the end that the people of Canada will be well and efficiently served."

British Columbia's Bill 33 — Mediation Commission Act

New legislation in British Columbia has introduced an industrial relations system that incorporates a full-time mediation service. The Mediation Commission Act has been both loudly praised as a logical step forward in streamlining the procedures for handling labour-management relations, and censured as an infringement upon the long-established right of free collective bargaining.

The Act, known as Bill 33, was introduced in the legislature following the publication of the recommendations of the *Report of Swedish Labour Laws and Practices* (L.G., June, p. 326), written by Hon. Mr. Justice N. T. Nemetz, B.C. Supreme Court. In it, Mr. Justice Nemetz proposed, for the private sector of the provincial economy, the strengthening of the existing labour-management committee for year-round discussions, the creation of an independent research institute, the study and establishment of a labour tribunal, after the Swedish model, to provide for continuity of decision-making in the interpretation of disputes, the creation of a full-time mediation board to replace *ad hoc* conciliation boards, and the creation of an industrial inquiry commission.

At the same time, notice was also taken of some proposals laid down by Hon. J.V. Clyne, Chairman of the Board and Chief Executive Officer of MacMillan, Bloedel and Powell River Limited (L.G., March, p. 148). Mr. Clyne suggested the establishment of a first-rank mediation service, with advisory powers to influence the parties to a labour-management dispute.

The new legislation establishes a permanent and independent Mediation Commission, which would have a double role as mediation agency and research and fact-finding body, to replace the present system of conciliation officers and *ad hoc* conciliation boards. The Mediation Commission would have wide powers to assist in the settlement of disputes, including power to recommend the terms and conditions of a collective agreement, which, in its opinion, would be fair and reasonable. The freedom of the parties to strike or lock out would be preserved.

In addition, the Bill provides a permanent statutory procedure that may be invoked under special circumstances to resolve a dispute that adversely affects the public interest and welfare. The Bill does not define what is meant by this term. Instead, it leaves the issue up to the Lieutenant-Governor in Council, the provincial Cabinet. This clause in the legislation is the subject of much controversy, especially among the labour unions in the province, who are opposed to what E. C. Staley, President of the 136,000-member B.C. Federation of Labour, calls the creation of a "slave state."

The compulsory features of the Bill appear in clauses providing that, in circumstances involving the public interest and welfare, the Lieutenant-Governor in Council is authorized to refer the dispute to the Mediation Commission, and order that its decision shall be binding. Where such an order is made, no strike or lockout may occur; if a strike or lockout is in progress, it must be terminated within 24 hours.

Whether or not the Act will provide the answer to the province's labour ills is still being hotly debated. Ernest Hall, provincial MLA, charged that compulsion in labour relations leads to an increase in the number of wildcat strikes, management evasion, and disrespect for the law. He and other critics of the legislation have called it "compulsory arbitration—the first in Canada."

Colin Cameron, MLA, remarked, "If there is to be a fight, it must be a fight within the confines of an operating industry." In this regard, Hon. Leslie R. Peterson, B.C. Minister of Labour affirmed that the legislation is designed to prevent "possible dislocation of services essential to the public [at which time] a strike or lockout is virtually not acceptable to the public."

In recommending the creation of an Industrial Inquiry Commission, Judge Nemetz said, "Between the two extremes of non-intervention in Sweden and compulsion in Australia, there is room for an effective middle way, provided that there is willingness on the part of labour and management to make such a middle-of-the-road system work." In reference to this statement, Mr. Peterson remarked, "The Bill is an earnest and sincere attempt to put industrial relations in the province on a more sophisticated and firmer basis. I am sure we all agree that the most satisfactory method of settling industrial disputes is through normal collective bargaining procedures, with which we are all familiar. A freely negotiated collective agreement is preferable to any other, and this Government supports every measure that aids and assists the parties to that end, under ordinary circumstances and conditions. Nor does it have any intention of taking away or inhibiting the right of labour to strike in cases that do not have widespread implications for the province as a whole. A strike-free or lockout-free society will not be created by this Bill."

The labour unions in the province, however, do not agree. Ray Haynes, Secretary-Treasurer of the B.C. Federation of Labour, termed the Bill a threat to freedoms and civil rights in collective bargaining by government intervention through the mediation commission. The B.C. Federation of Labour set up a "Beat Bill 33 Fund," for which members of the Federation would be assessed one hour's pay. The assessment is to become payable on the day Bill 33 is enacted with the present compulsory arbitration and punitive monetary clauses.

When this Bill was introduced in the legislature, the British Columbia Government ferry service workers were engaged in a two-week strike (L.G., June, p. 315). At that time, it was rumoured in the press that the Government would call into effect the provisions of Bill 33 to end the strike. Such rumours were groundless, it turned out. The strike terminated upon the signing of a memorandum of agreement between the Government employer and the ferry workers.

Provisions regarding collective bargaining and collective agreements, mediation, strikes and lockouts are contained in the Bill. Corresponding provisions of the Labour Relations Act are to be repealed when the Mediation Commission Act is proclaimed in effect. The Labour Relations Board will continue to have jurisdiction over the certification of trade unions, unfair labour practices, and the arbitration of disputes arising out of a collective agreement only.

Mr. Peterson announced in April that the first section of the Mediation Commission Act would be proclaimed soon so that the Commission could be established. He added, however, that operative sections of the Act cannot be proclaimed until the mediation machinery is set up. This will give the Government time to select and appoint top-level administrators to carry out the provisions of the Act.

OECD report examines aids to geographical mobility

A schematic analysis of financial aid programs for the geographical mobility of workers has been studied by the Organization for Economic Co-operation and Development, which is investigating the present state of legal provisions for such programs.

The report, titled *Government Financial Aids to Geographical Mobility in OECD Countries* (OECD, Queen's Printer, $1.50), is a comparative study, in tabular form, of financial mobility incentives provided in Canada and eight European countries.

The topics under which financial aid is examined include: the interregional clearing system; travel assistance for trainees or dislocated workers; starting assistance; lodging and maintenance assistance to single workers, or separation allowance for workers with dependants; and removal and relocation assistance.

The principal schemes in Canada are the Manpower Mobility Program, and the federal-provincial Agricultural Manpower Program, supplemented in specifically designated rural areas by the Federal-provincial Rural Development Agreement. In addition, the Occupational Training Act provided allowance for logging and maintenance assistance to dislocated workers or trainees moving from one geographical area in search of greater employment opportunities.

RCMP salary increases announced in April

Salary increases, averaging about four per cent, and retroactive to January 1, 1968, have been approved for some 8,500 members of the RCMP, the force announced on April 10. The new pay scales range from $5,200 to $23,363.

With the exception of federal employees working with the RCMP, all uniformed ranks, civilian members, special and marine constables coming under the RCMP Act are included in the increases. The first-class constable range ($5,720 to $6,968) has been raised to $5,949-$7,247; second-class constable from $5,200 to $5,408; and third-class constable from $5,000 to $5,200.

The annual pay of deputy commissioners has climbed to $23,363 from $22,464; assistant commissioners to $19,469 from $18,720; and chief superintendents to $16,765 from $16,120.



Hon. Mr. Justice Walsh



NFB photo

Hon. Mr. Justice Kerr

Hon. Mr. Justice Roderick Kerr and Hon. Mr. Justice Allison A.M. Walsh, of the Exchequer Court of Canada, have been appointed Umpire and Deputy Umpire under the Unemployment Insurance Act. In their new positions they will hear final appeals on claims for Unemployment Insurance benefit.

Conference studies "systems approach" to building

A "systems approach" to building was the theme of a two-day national conference held at Ottawa in April. Attended by 450 delegates, the conference was sponsored by the Canada Department of Industry, in co-operation with the Royal Architectural Institute of Canada, and the Canadian Construction Association.

In industrial terminology, a "systems approach" is the mobilization of all resources going into the construction of buildings. As well as demanding greater co-operation among clients, architects and contractors, it involves long-range planning, anticipation of future needs, consideration of the building as part of a whole suburban development, the greater use of prefabricated building parts, and computer memory-banks for instant assessment.

The meeting, which attracted representatives of labour and communications industries, architects, engineers, contractors and specification writers, was the first of its kind in the world, said Ralph D. Hindson, Director, Materials Branch, Department of Industry.

John Dawson, Assistant Chief of the Construction Products Division, Materials Branch, Department of Industry, explained that the objective of the conference was to stimulate thinking, and make the construction industry aware of the demands placed upon it by an increasing population.

William Ladyman, Vice-President of the Canadian Labour Congress, and International Vice-President of the International Brotherhood of Electrical Workers, told the conference that, as productivity increases and further improvements are made, some craft workers will expect the company to absorb the costs of retraining and employing displaced workers.

William Purdy, President of the CCA, suggested in an interview that construction firms pay half a cent an hour for each employee into a fund to improve the industry's efficiency. The money could be used to study how the industry can adapt to the systems approach used to manufacture cars and other consumer goods. It could also be spent on continuing research into labour relations and other construction problems.

The tiny levies made on building firms, Mr. Purdy pointed out, would build up a fund of between $14,000,000 and $15,000,000 a year. He suggested that an alternative fund could be created from overpayments made by employers to the Canada Pension Fund.

A task force of experts, which would study system-building all over the world and make recommendations to the Canadian building industry, was also needed, he said.

New publication issued on labour standards

The 1967 edition of *Labour Standards in Canada* (Queen's Printer, L2-7/1967, 75¢) was recently released by the Canada Department of Labour. Issued annually, the publication sets out the standards that are in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest days, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection, and workmen's compensation. Standards set by labour ordinances of the Yukon and Northwest Territories are included.

One section, devoted to changes in labour standards in 1967, records that provinces put higher minimum wage rates into effect during the year. With these revisions, a general minimum rate of $1.25 an hour has been reached in two provinces, and a third province will attain that level on December 1, 1968.

Prince Edward Island workers were given the right to an annual vacation with pay of one week after a year of employment. The vacation period to which Nova Scotia workers are entitled after a year's service was increased from one week to two weeks. British Columbia, issuing its first holiday order, requires that employers give their employees eight paid holidays a year.

The Council of the Northwest Territories also enacted a Labour Standards Ordinance, to be proclaimed in effect, laying down standards modelled on those of the Canada Labour (Standards) Code, except that longer hours of work are permitted in view of local conditions.

Minimum wage raised for West Indian farm workers

The minimum wage for West Indian farm industry workers, who began to arrive in Canada at the beginning of May, was raised by the federal government to $1.45 an hour from $1.30 last year. The conditions under which the workers were allowed to enter Canada were otherwise the same as last year. They are admitted for a maximum of four months and a minimum of six weeks, at any time between May 1 and September 1, and they must leave Canada by October 31. This is the third year that the plan has been in effect.

In addition to the minimum wage, Canadian employers must provide the workers with transport to and from the West Indies and supply living quarters. The worker must either pay $1.60 a day for meals or the employer must provide cooking space

An official of the Department of Manpower and Immigration said that the increase in the minimum wage was intended to bring the wages for the West Indians into line with average wages in Canadian agriculture, which were estimated by the Dominion Bureau of Statistics at $1.44 an hour last year.

Most of those in the first group of West Indian workers to arrive, consisting of 107 Jamaicans, were bound for plants belonging to Canadian Canners Ltd. of Hamilton.

Six Negro welders awarded human rights settlement

Six Toronto welders received letters of apology and a sum total of $28,600 from an American company and a Toronto union local because they were denied work at a Clinton, Iowa, construction project.

The company, M. W. Kellogg Co. of New York, had arranged with representatives of Local 46, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry to recruit members of Local 46. The six welders had responded to the appeal for workers but were told by union officials that the company would not hire negroes.

The settlement was made shortly before the opening of an Ontario Human Rights Commission inquiry into the welders' charge of racial discrimination. It represented the difference between what the men earned between November 1, 1967, and April 30, 1968, and the amount they would have earned if they had worked on the construction job.

Along with the monetary reimbursement, the company and union both agreed to notify the welders and the Commission the next time jobs were available for which they were qualified. The union promised also to adhere to the rules of the Ontario Human Rights Code. As a final gesture of good will, the company and the union promised to send an account of the complaints and the settlement to the New York and Iowa state commission for human rights, the international office of the union, the Clinton local, and the Jamaica-Canadian Association.

CUPE urges merger of Prairie Provinces

Wages and working conditions would become equal to, if not better than the national average if the provinces of Manitoba, Saskatchewan and Alberta were to merge. This was a resolution introduced at the 5th annual convention of the Manitoba division, Canadian Union of Public Employees, at Portage La Prairie, in April. About 100 delegates, representing 5,000 municipal, hospital and other employees in 18 union locals, urged their executive to get government action through the Manitoba Federation of Labour.

The MFL was asked to work for a tri-province, non-political commission that would study merger benefits, and report after a two-year investigation. Complete merger of the three prairie provinces, the resolution said, would lead to greater economic growth.

Delegates called also on the Government to increase tax exemptions from the present $1,000 to between $1,500 and $3,000, and take cost of living increases into account in further exemption changes. They voted in favour of improved ambulance services, and more government spending in education, and decided to increase their per capita tax to 30¢ from 18¢ quarterly for each member. The increase goes into effect in October and will enable the union to step up bargaining, organizing and worker education programs.

Stanley Little, national President of the 115,000-member CUPE, said that there was bigotry and resentment to change within the movement and "great fear and mistrust . . . that someone will not get the proper credit or alternatively too much credit for having brought about an innovation." He said that labour should not be afraid when convinced that certain policies and actions were necessary, "even when such actions are contrary to some of our old and strongly held concepts."

Correction

A typographical error occurred in the first News Brief on page 259 of the May number. In the fourth paragraph of the item headed "Major collective agreements settled in 1967," the sentence relating to increases in three-year agreements contained a transposition in the figure for the first-year increases. The sentence should read: "The increases provided for in the three-year agreements average 9.0 (not 0.9 as printed), 7.9 and 5.1 per cent for their first, second, and third years."

Former Canadian-born head of BRT dies in May

William Parker Kennedy, Canadian-born former President of the Brotherhood of Railroad Trainmen, died in Minneapolis in May. Mr. Kennedy was President of the union from 1949 to 1962, being first of all appointed to the position by the board of directors, and later elected at the union convention in 1950 and re-elected in 1954 and 1958.

Mr. Kennedy was born in Huttonville, Ont., in 1892, and went to Chicago at the age of 10. He worked with an American railway at the age of 17, and was employed by the CPR as a switchman in Calgary, Alta., for a time in 1911. After his return to the United States, he gradually rose in the ranks of the Brotherhood, serving in various capacities before reaching the top.

The board of directors of the union in 1935 appointed him to the position of Vice-President in charge of the Northwest Territory of the United States, and all of Canada west of Fort William and Port Arthur. From 1944 to 1946, while he was in charge of the super-promotion department of the Brotherhood, he dealt with 146 representation disputes in the United States and Canada, involving railways in every section of both countries.

Strong unions eliminate unrest says Swedish lawyer

Strong union organizations help to eliminate labour unrest and wildcat strikes in Sweden, says a Swedish expert in labour law. That's why employers there don't fight the unions.

Stig Gustafsson, chief legal adviser to the 500,000-member Central Organization of Salaried Employees, said in a recent interview in Montreal that labour unrest decreases as large, better organized unions take the place of a multitude of smaller ones. He contended that small unions try to increase their membership by competing among themselves to drive the hardest bargain with employers.

Sweden's organization of white-collar workers is one of the largest unions in the world. It includes not only office workers, but professional workers, civil servants, high ranking army officers, diplomats and clergymen.

Education for adult workers in 1975

The adult work force of 1975 will include as many persons with college graduation as with eight years of schooling or less, states an article, "Education of Adult Workers in 1975," by Denis F. Johnston, which appeared in the April issue of the Monthly Labor Review, published by the U.S. Bureau of Labor Statistics.

Scarcely ten years ago, Mr. Johnston recalls, college graduates as a group were only one third the size of the other component. Only one out of three workers had eight years or less of elementary schooling in the late 1950s; but by 1975, they will consist of only one out of six.

Expectations are that, by 1975, men and women workers will have completed an average of 12.4 years of schooling. Mr. Johnston said that, in March 1959, the median years of school completed by male workers of 25 years and over was 11.3, which was 0.8 years lower than the median of a corresponding group of working women. By March 1967, the working men showed a median educational attainment of 12.2 years, only 0.1 years lower than that of women workers.

It is expected that, by 1975, four out of five young adult workers aged 25 to 34 years will have a high school education or better, and that one out of five will have completed four years or more of college.

"Thus, while their numbers are shrinking rapidly, workers with a minimum of education will continue to pose a very real problem for retraining and remedial education," Mr. Johnston said, "a problem that will be exacerbated by the growing proportion of older workers among their ranks."

Automatic adjustment for unemployment insurance

An automatic adjustment of Canada's unemployment insurance plan has been recommended in a study by the Industrial Relations Centre of Queen's University.

The proposal would keep the system in line with rising wage levels by holding contributions, benefits, income classes and the earnings ceiling in a fixed relationship to average weekly wages and salaries.

Dr. L. A. Kelly, associate in research at the Industrial Relations Centre, who headed the study, believes that the effectiveness of unemployment insurance is weakened by the present system of making infrequent adjustments to the provisions of the plan. Over long periods, he said, contributions and benefits had grown increasingly out of line with current earnings levels.

The changes in the program announced by the federal Government late in January were the first since 1959, a period in which average weekly wages and salaries increased by 40 per cent.

As wage levels rose, Dr. Kelly said, the maximum contribution of 94 cents a week fell from 1.33 per cent of average weekly wages and salaries in 1959 to 0.98 per cent in 1967. And the maximum benefit, $36 a week for persons with a dependent, fell from 51.1 per cent of average earnings to 37.4 per cent.

Recent revisions have positioned both contribution and benefit rates close to their 1959 relationship to the earnings level. If planned legislation is passed before the new schedules go into effect on June 30, the unemployment insurance program will closely resemble the way it would be if the adjustments had been carried out annually, or every two years, to maintain the 1959 relationship. But the fund that is now available to support the higher level of benefits — $369 million at the end of 1967 — is substantially smaller than it would have been if large numbers of salaried and weekly wage employees had not passed out of coverage as their earnings rose.

Dr. Kelly said what mattered was not the loss of protection for the workers — many of them could have continued with their coverage — but the loss of contribution revenue to the unemployment insurance fund. "This is particularly significant when it is considered that those who drop out of the scheme are low-risk, high contribution employees."

The amendments before Parliament will raise the earnings ceiling from $105 a week to $150 and will extend the coverage and the contribution levy to 400,000 additional employees. The failure of the plan to maintain continuous coverage of this group has been costly to the fund, urged Dr. Kelly because, the higher income members, on average, contribute three times as much to the fund as they receive in benefits.

Foregoing contributions cannot be recovered he said, with the result that the financial structure of the unemployment insurance plan has been weakened and made more vulnerable to high levels of unemployment.

OECD meeting examines the technological gap

"If the OECD analysis is correct, European governments—and particularly the British Government—should drop their present preoccupation with training more and more scientists, engineers, technologists, and assorted boffinery, and look instead at the rest of the educational system; that is, the non-scientific sphere. Because the really striking difference between the United States and the rest of the world is that more people are better educated on their side of the Atlantic than on ours."

This statement is made in an article on "The Technological Gap," published in *The Economist* of March 16, which dealt with certain findings that came out at a meeting of science ministers of the member countries of the Organization for Economic Co-operation and Development that had just been held in Paris.

Serious Attempt

The meeting was described by *The Economist* as "the first serious attempt to find out what the technological gap is all about, and to treat it, for once, not as a nasty American plot, but as the major economic phenomenon of this generation."

According to this OECD analysis, the fact that a much higher proportion of the American working population has had some sort of higher education than is the case in Europe or Japan accounts for the greater receptiveness of Americans to new ideas, and greater quickness in grasping them. "When the Americans say repeatedly that what is wrong with the rest of the world is not a technological gap but a management gap," the British journal says, "it begins to look as if they know what they are saying, because the American manager is not, in the main, scientifically educated."

Higher Proportion

The article goes on to point out that Europe produces a higher proportion of scientists than the U.S. does. "Britain, in particular, is turning out scientists and engineers faster than it has jobs for them—which is the underlying reason for the brain drain. And why aren't there the jobs? Because innovation requires a high rate of investment, plus a willingness to take risks, and the two can flourish only in a climate of rapid economic growth that has been conspicuously absent in Britain in recent years."

The writer of the article offers this as "a contentious argument to put forward at a time when most European governments are trying to persuade more and more children to take up science, frequently against their inclination," and he asks, "Can the babes really have sounder economic sense than their sires?"

The article comes to the conclusion, however, that the lag in the technology of other countries compared with that of the U.S. has not so far done the rest of the world much harm, except for the hurt to national pride. It has not hampered either economic growth or exports. American-based technology has spread inside the U.S. itself, the gap between different parts of the U.S. being much wider in some places than the gap between that country and Europe.

Recent Origin

A point made by the article, however, is that the growth of the American-dominated, science-based industries is of very recent origin, and is concentrated mainly in new industries that are based on electronics and solid-state physics. In a number of established industries, Europe's record is good; but, the article speculates, what will happen when the Americans begin to catch up with, and overtake the Europeans in these old-established basic industries? And it suggests that the prospect of western economies increasingly dominated by, and dependent upon American technology may cease to be "a French bogeyman and become a matter of concern to everyone."

But the writer points hopefully to the success of the Japanese in building up a small range of industries to challenge the Americans in those fields in which they excel. He cites the Japanese electronics industry "that dominates the world markets for transistorized consumer goods" as a notable example.

Are long-term unemployed workers maladjusted?

Even in periods of great economic activity, some people remain out of work, and others never retain a job more than a few weks. Would it not be possible for the employment services in each country to help them?

Under the title, *Counselling for Special Groups,* the Organization for Economic Co-operation and Development has published the findings of an inquiry designed to identify long-term unemployed persons, analyze the causes of their occupational instability, and investigate the means of helping them through the employment services.

The findings of the survey prove that long-term unemployed persons and frequent job changers do, in fact, tend to be overlooked by the employment service in the normal routine of its duties. There are a variety of reasons for this: placement officers are not trained to help such workers; the people questioned underestimate their qualifications or have unrealistic pay expectations; language barriers exist and the workers suffer from emotional or mental problems.

As a result of the pilot survey, several countries have decided to extend their services to long-term unemployed persons. In addition, the survey report stresses the economic aspect of certain measures to prevent unemployed workers from falling into a state of apathy in which they accept their situation as normal. It shows that efforts made by different countries can reduce the number of persons obliged to live on public funds.

ILO textile committee holds 8th session

Labour problems of the international textile industry were discussed during May at the eighth session of the Textiles Committee of the International Labour Organization. Employment problems in the newly developing countries and technological changes throughout the world that are affecting the textile industry, were primary topics of interest at the 10-day meeting held in Geneva.

The ILO's Textiles Committee also examined new international trade patterns. One report noted that world trade in yarns and fabrics expanded by 7(per cent between 1955 and 1965, but still did not keep pace with the general level of world trade, which nearly doubled. Trade in textiles went up considerably from $4,710 million to $8,29(million, the ILO said.

Other observations made in the report:

- the developing nations increased their share of the world market from 14 per cent in 1955 to 16.2 per cent in 1965;
- modernization and reorganization in most of the advanced countries have resulted in less need for manpower;
- in most countries, textile wages have gone up considerably, but most have remained below the level paid in manufacturing as a whole.

The UAW—Big Three Agreements

Parity with American auto industry wage rates by 1970 without "parity of work practices" was the most notable feature of the collective agreements finally reached between the United Automobile Workers and the "Big Three" automobile manufacturers in Canada. In each case, the agreement was concluded only after a strike had occurred, but two of these strikes were of short duration.

"Parity," however, did not take account of the difference between the value of Canadian and American currencies, which, at the time of the settlements, amounted to about 8 per cent. Wages, in other words, were to be reckoned in Canadian currency for Canadian workers and in American currency for U.S. workers. The principle of wage parity had been conceded by General Motors and the Chrysler Corp. in their agreements with the union in the United States. The Ford agreement in the United States, which was not reached until after a six-week strike (L.G., March, p. 143) (Ford being the union's first target), did not include any covenant about wage parity. The reasons given by Canadian UAW officials for this omission were: first, that Ford Motor Co. of Canada was not directly controlled by the parent company in the U.S.; and, second, that the late Canadian contract expiry date for Ford did not favour simultaneous bargaining.

The issue that became the main stumbling block to agreement in Canada was that of "parity of work practices." Chrysler Canada Ltd., which was the first company to be tackled by the UAW in Canada, made little more than token resistance; but General Motors of Canada stood out for nearly seven weeks before finally giving in on the issue.

Relief and Washup Periods

The term "work practices" was applied mainly to the practice, established in Canadian automobile plants, of shutting down the plant during relief and washup periods, in contrast to the practice in American automobile plants of keeping the plant running continuously by arranging for workers to relieve each other during these periods. The companies said that the Canadian practice was costly for them. The assembly line at Chrysler is shut down for two 10-minute periods during each shift. At General Motors the shut-down is for a total of 30 minutes in each shift, and at Ford about the same.

The union said that it was unwilling to give up the Canadian work practices because its members have an "emotional" attachment to them. It argued also that General Motors had some plants in the United States in which the lines were shut down for rest periods. U.S. work practices are followed in the new GM plant in Ste. Thérèse, Que., however, and in the new Ford plant at Talbotville near St. Thomas, Ont. The union admitted that in these two plants the workers had no attachment to old work methods.

The union emphasized that the U.S. practices could be adopted in these two plants, because the rest facilities in them were almost soundproof. In the older Canadian plants, there are no such facilities, and the UAW did not think that they could be built. This was held by the union to justify stopping the production lines so that the noise of the machinery could be stilled.

Other plant practices that the companies wanted to change were related to applications for transfer, daily transfers, and inter-plant "bumping" of junior by senior employees.

Strong Union Opposition

Union opposition to any change in the practice regarding relief periods proved to be very strong, and even General Motors of Canada finally signed without gaining this point. The company did, however, gain what were said to be important concessions from the union regarding the application of seniority during short-term layoffs due to model changes, inventory and material changes.

The union began serious bargaining first with Chrysler Canada, and started a strike against the company on January 24. The strike lasted for nine days, the settlement being ratified on February 1. The UAW then turned its attention to General Motors of Canada. This company's labour agreements expired on October 30, 1967, but they had been extended by agreement between the parties. When the company insisted on parity of work practices, the union, on February 9, began a strike that lasted until March 28, a total of 47 days.

The deadline for a strike against Ford of Canada was originally set for April 4, but was later deferred until April 8 to give more time for negotiations. This deferment appeared to anger a number of the UAW members, however, and 5,600 employees at the company's Oakville plant, and employees at the Windsor and St. Thomas plants, walked out on April 4 in defiance of the union.

The union insisted on the return of the strikers before it would continue negotiations, and it cancelled the April 8 strike deadline, saying that a new deadline would be set when the men returned. The official strike finally began on April 16, and ended on April 23.

Chrysler Settlement

The settlement with all three companies in Canada were similar. Under the agreement with Chrysler, the difference between Canadian and U.S. wage rates was to be reduced by 10 per cent by June 1, 1968, and the remaining gap was to be closed in four more stages until parity was reached on June 1, 1970. The immediate gain for production workers was 20 cents an hour, retroactive to Nov. 15, 1967. A skilled tradesman's pay went up by 50 cents an hour.

The assembly line employees were to get a combination of hourly rate and cost-of-living allowance, totalling $3.19 an hour. By the end of the agreement, this would rise to $3.67, including a minimum of 6 cents an hour in an additional cost-of-living allowance.

The pension plan was improved in accordance with the U.S. settlement, but with a supplementary allowance adapted to Canadian conditions. For example, an employee who had 30 years service at a rate of pay that entitled him to a pension credit of $6 a month for each

year of service, and who retired at age 62, would get $180 basic pension and the maximum supplement of $150 a month. When he reached age 65, and became eligible for the old age pension and the Canada Pension Plan, a new formula would be applied to take into account these government pensions. For most employees, the supplement will be "phased out" at age 65 in 1971 because of Canada Pension Plan payments.

The settlement prepared the way also for international bargaining on the next Chrysler contract. The old agreement expired on November 15, and the new terms are retroactive to that date. But the new contract will run out on September 15, 1970, to coincide with the expiry dates of the U.S. auto agreements. This will eliminate duplicate bargaining in Canada, except on plant matters and those peculiar to Canada.

Production workers in Windsor voted 95.5 per cent to ratify the agreement. Skilled tradesmen voted 89.5 per cent in favour of it.

GM Settlement

The settlement with General Motors of Canada differed little from the Chrysler agreement. The initial wage increase of 20 cents an hour for production workers, and 50 cents an hour for skilled tradesmen, was retroactive to November 1, 1967. This was the first time that retroactivity had been gained in negotiations with General Motors. The union said that it would mean lump-sum payments of about $100 for production workers and $250 for skilled tradesmen.

The agreement will terminate on September 14, 1970, to coincide with the expiry dates of the U.S. agreements. A 4-cent-an-hour cost-of-living increase was retroactive to November 4. The gap between Canadian and U.S. rates will be closed in five steps, the last of which will be on June 1, 1970, as in the Chrysler agreement. The union said that payments to bring about parity would average 24 cents an hour for production workers and 68 cents for skilled workers.

Assemblers, who earned $2.99 an hour, or about $120 a week, including the cost-of-living allowance, under the old agreement, will get about $3.65 by the end of the new agreement, together with a possible $3.75 if the maximum cost-of-living allowance is paid. Weekly pay will range from $146 to $150 for 40 hours.

Two cents of the cost-of-living increase was to be diverted to provide wage parity for 1,600 employees not covered by the Canada-U.S. auto trade agreement, and an improved prescription drug plan. Under the new drug plan, employees will have to pay only 35 cents for each prescription. The previous plan contained a clause providing for a deduction of the first $10 to $20 a year that had to be paid by the purchaser of drugs.

Pensions were increased in accordance with the U.S. agreements. A worker with 30 years service who earns $3.42 to $3.54 an hour, and who retires next year, will get a basic pension of $172.50 a month and a new higher supplement. The maximum company-paid supplement will be $73.50 a month, less Canada Pension Plan payments. Old age security at 65 will provide another $76.50 a month. Retired employees will get an increase of $1 a month multiplied by years of service.

At GM's new assembly plant in Ste. Thérèse, Que., where the U.S. system of relief is in effect, the employees gained an additional 10 minutes in relief time. But at the other plants, the two 10-minute breaks and the two five-minute washup periods in each shift were retained. This meant that the union gave up an extra 10 minutes of relief time in each eight-hour shift that apparently it could otherwise have gained.

GM workers in Canadian plants are now assured of getting either a full year's work or a full year's guaranteed income amounting to 95 per cent of take-home pay.

Ford Settlement

The new Ford of Canada contract was almost the same as the Chrysler and GM agreements. It provided for a new guaranteed annual wage that assured employees of 95 per cent of their weekly after-tax pay. Guaranteed pay for a single short workweek is 80 per cent of the basic wage, plus a cost-of-living allowance. Immediate wage increases were retroactive to December 1, 1967.

Karl E. Scott, President of Ford of Canada, at the company's annual shareholders' meeting the day before the agreement was signed, described wage parity as "premature." He said that the company had never disputed "the principle of comparable Canadian and U.S. wage rates, based on comparable work practices and work productivity... Only the timing has been questioned." He added that "wage parity on the negotiated terms can be either a milestone or a millstone for the company. We do not intend it to be the latter." The penalty of failure would include a widening of the gap in car prices between Canada and the U.S., and a slackening in capital investment in new Canadian automotive facilities, he said.

500 teachers expected from Britain this year

Devaluation of the pound and other economic setbacks in Britain are cited as the catalyst that will propel 500 British teachers to Ontario this year. Provincial officials, who predict that the coming influx will be the largest in memory, have said that immigration authorities are currently processing 1,500 applications. Only about one third are expected to take advantage of the opportunity to work in Canada.

Britain will need 200,000 teachers over the next eight years, and the country is currently short of about 40,000. Brisk recruiting by 16 Ontario school boards is credited for the profusion of applications.

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50 Years ago

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"where children under 14 years were employed, or children between the ages of 14 and 16 were employed for more than eight hours in any day or more than six days in any week."

The judges concluded finally that the regulation of working hours was a purely state authority, and that the Act was unconstitutional because it gave the federal Government power over local affairs. Although they sympathized with the Act's intention, they believed it was the Court's duty to "preserve inviolate" the constitutional limitation. It was later suggested to Congress that high taxes and a costly licence could be imposed on companies employing children.

In view of the Supreme Court's decision, letters and telegrams asked, "Can we now work children under 16 full time at night?" "Are we allowed to work them in the mines?" The requests usually ended, "Wire reply collect."

Women Streetcar Conductors

Women should not be lured or forced into becoming streetcar conductors, said Benjamin Squires, U.S. Bureau of Labor Statistics, in a report to the U.S. Department of Labor. The report stated: "From the facts brought out, it must be evident to any thinking person that it is practically impossible to make the conditions of street railway employment even tolerably endurable to women employees, and that the operation of streetcars is one of the last occupations into which women should be lured or forced."

"The Solution Lies Mainly With You"

The prototype of a new Indian Act has been proposed by the Indian Affairs Department, and Canada's Indian bands have been invited to share in creating the final product.

"The Indians must be consulted about what is to be done and what is being done if they are to look after their own community affairs and have a full and equal place in Canadian society," states the foreword of a new discussion handbook for the Indian people, *Choosing A Path*, published by the Department of Indian Affairs and Northern Development (L.G., April, p. 190).

"Indian people must be encouraged to become more and more involved in the administration of their affairs, as well as with the public business of the Canadian community."

The Department has stated that the handbook, which is one part of a consultation process, is an attempt to explain some of the problems that must be resolved before a new Indian Act can be prepared. The questions contained in one section of the handbook were devised to help individual Indians, families and communities to define their views. This section follows one containing an outline of the proposed Act.

Each Indian Band will be asked to appoint a spokesman to meet representatives from Ottawa. When all the representations made by the Indian people have been received, a Bill will be prepared for Parliament to consider and enact. After presentation of the Bill to Parliament, a copy will be sent to each of the Band spokesmen and to Band Councillors. The Minister will then ask Parliament to refer the Bill to a Committee of Members of Parliament, who will make a final report.

"The Government wants to make it possible for you to live your lives and conduct your own affairs as freely as other Canadians," stated Hon. Arthur Laing, Minister of Indian Affairs and Northern Development, in an introduction to the handbook. "[We want] the Indian people to have full equality of opportunity with other Canadians in every way."

The Minister said that this equality had to include the right to choose a way of life that recognized Indian values, and the right to enter into the mainstream of Canadian life. In entering fully into Canadian life, Indians might have to alter some of their views to match the needs of today's technology. Those who wanted the benefits of the modern age would have to accept some of the attitudes that made those benefits possible, he said.

"As Indians, you must be able to select freely, and of your own will, which path you wish to follow; you must be free to make your own choice of how you will fit your views into the world around you."

The Minister explained that the new Act would not outline the ways in which the Government would help the Indian. It would decide who is an Indian and who is not, and "set some of the rules under which individual Indians, the Band Councils and the Government must work on the things we do together on reserves."

Choices could be made freely only when all choices are truly open, Mr. Laing said. If Indians were to be free to choose, education would be needed to open the doors of opportunity. Indian children had to be given the chance to be as well educated as other people's children, the report asserted, and this necessitated going to good, well-equipped schools that had well-trained teachers. This was best achieved, the Government thought, by going to integrated schools.

"If Indian people are trained and their skills are suitable, they should be able to get jobs. They should be given the chance to develop their skills and to apply them in the Canadian economy, but they may need help so that they can take advantage of the opportunities available," the handbook continues.

Indians are entitled not only to equality of opportunity in employment, but to equality in housing, community facilities and services. Their health and physical well-being must be comparable to that of other Canadians, and they should have the privilege of developing their cultural heritage in their own way.

These goals would not be achieved simply through the passage of an Act of Parliament, Mr. Laing cautioned. "They will require a massive effort on the part of the Indian people, of all the governments in Canada and of the Canadian community in general," he said.

This massive effort would get great assistance through recognition of the immense value and great potentiality of the Indian lands in Canada, especially those in southern regions, many of which were close to or within the great cities. "By comparison, the people living on lands on the Canadian Shield or in the northern, remote parts of the provinces, where the reserves lack resources and communication, present the most challenging social and economic problems confronting our nation."

Some reserve communities could not produce enough to give families a satisfactory standard of living, and the Government could not be expected to support such communities indefinitely. "Sometimes [the Indians] will have to choose between the conveniences and demands of modern life, and some of their own traditional attitudes."

The resources of the reserve communities should be controlled and developed by the Indian people themselves. "If they do not control these developments they will not get the benefits they should. To get the best results, training in management skills will be needed."

To become economically independent, the handbook points out, Indians had to be given the opportunity to learn to operate many different kinds of businesses. Some of these would be operated

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United Steelworkers' Policy Conference

Bill C-186 and the Carter Report on Taxation were among the chief issues that William Mahoney, National Director of the United Steelworkers of America, highlighted in his opening address to the union during its annual national policy conference, held at Toronto in May.

The fragmentation of national bargaining units, which, he said, is implied in Bill C-186, would be a "retrogressive step in terms of the interest of workers involved, the interest of Canada as a whole and the interest of each of the parts of Canada." National bargaining has established economic minima for the less developed areas of the country, Mr. Mahoney said. He spoke out against the wage discrimination directed toward workers in Quebec by firms or industries that did not so discriminate against workers in their Ontario plants. And he cited national wage parity in the steel industry, and wage standards for workers, as being two goals that could be achieved through common action in national bargaining units rather than in regional units.

Mr. Mahoney was sharply critical of the Government's failure to implement the recommendations of the Royal Commission on Taxation. He decried the inequity of granting tax concessions to mining companies when employees are denied depletion allowances to compensate for diminution of the value of their home and community investments in the face of dwindling ore reserves.

The move to create fewer but bigger unions was one of the goals set for Canadian labour. Mr. Mahoney pointed out that members of the former International Union of Mine, Mill and Smelter Workers, which merged with the Steelworkers last summer, were attending the convention as the representatives of various Steelworkers' locals.

The report of Larry Sefton, Director of District 6 of the union, dealt with Quebec's awakening to seek a new status. "The main consideration for all of us is not whether Quebec should exist as a separate country or not, but whether or not we are determined to have a country of Canada."

He spoke out against "the myth of lower productivity of Canadian workers." He drew the delegates' attention to the impediments to higher productivity that have been studied by Canadian economists. His list of such impediments included:

- production that is artificially cramped by purchasing policies dictated by foreign owners of Canadian subsidiaries, by marketing limitations designed to prevent Canadian competition with foreign companies, and by duplication in Canada of unsuitable management techniques imported from abroad; and
- tariff policy that gives protection to some industries despite a rapidly diminishing need for tariffs.

Union Expansion

Jean Gérin-Lajoie, Director of District 5, gave the delegates a brief sketch of the "turbulence of the social and economic climate" in the steel and mining industry in Quebec.

There were, he said, 25 strikes in the industry in Quebec during the past two years. Nevertheless, 47 collective agreements, covering 6,362 members, had been signed since May 1, 1967. In addition, negotiations between 12 locals and companies for a first contract had been opened. These contracts cover 804 members in Quebec.

Mr. Gérin-Lajoie, in his capacity as Vice-President of the Quebec Federation of Labour, described to the delegates the inroads that the Quebec labour movement is making in negotiations in the public service. The experiment in Quebec is unique in North America, he said. With public employees now in possession of the right to strike, it is now possible to conduct almost simultaneous negotiations. A chief source of weakness, however, is the fact that the labour movement in Quebec represents only 30 per cent of all wage earners, a proportion roughly equal to that in other provinces and in the United States.

The speaker then turned to the theme of freedom of association for Quebec workers. "Equal access to trade unionism should become just as important to a democracy as equal access to justice, equal access to education, and equal access to health," he declared. The QFL has suggested that a certification and bargaining procedure for sectors of industry, commerce and services be added to the present system of plant-by-plant certification and bargaining, and Mr. Gérin-Lajoie asked the delegates to consider the proposal with the aim of setting up working tools that will improve society.

Resolutions

The 250 delegates to the convention considered a total of 55 resolutions submitted by various locals. The subjects of the resolutions included:

- contract objectives dealing with cost-of-living clauses, welfare benefits and length of contracts, incentive rates, and leave of absence for education;
- housing and welfare legislation;
- health and safety in the mining and steel industries;
- policies for industry concerning Canadian subsidiaries of American companies, decentralization, and recruitment of foreign workers;
- foreign policy concerning Vietnam and mainland China;
- political action for unionists;
- structure of the CLC; and
- internal union matters.

One topic of special interest to the delegates was contained in a resolution pressing for a halt to the spread of communism. The resolution was defeated. Eamon Park, Assistant to the National Director, summed up the change of philosophy toward communism by saying: "We have to recognize that there are differences of opinion that have a right to exist, even if we personally don't like them."

The hiring of immigrant workers "under false pretenses" came under fire in the form of a resolution requiring Canadian companies that are recruiting foreign workers to specify details of wages, working conditions, cost and availability of housing, and whether or not they would be covered by a union contract. The question arose from reports that between 50 to 100 workers recruited last year from Britain by Inco were not provided with adequate accommodation.

Employment Injuries in Canada in 1967

Among the employment injuries reported to the Workmen's Compensation Boards, the proportion made up of temporary disability, permanent disability and fatality cases has not differed significantly from year to year during the past decade, as shown in Table 1.

Table 1

Averages for 1958-1967

	Number	*Per Cent*
Fatalities	989	0.4
Permanent disabilities	8,775	4.1
Temporary disabilities	206,232	95.5
TOTAL	215,996	100.0

Figures for 1967

	Number	*Per Cent*
Fatalities	1,072	0.4
Permanent disabilities	10,426	4.0
Temporary disabilities	252,046	95.6
TOTAL	263,544	100.0

During the 10-year period, there has been a slow, gradual improvement in the ratio of employment injuries* to the number of workers employed. The slight shift in proportion from permanent to temporary disability in 1967 might be a reflection of improved medical assistance and a more effective prevention program.

The average ratio of the number of fatalities reported by the Workmen's Compensation Boards to the total number of fatalities compiled by the Economics and Research Branch of the Department of Labour for the past 10-year period amounts to 81.4 per cent. This indicates that 18.6 per cent of the total fatalities are not covered by workmen's compensation legislation. This ratio is the only means by which an approximation of the grand total of employment injuries can be calculated.

Furthermore, by relating the number of temporary disability, permanent disability and fatality cases reported by the Workmen's Compensation Boards to the total number of workers employed, an approximation can be made of the workmen's compensation settlement rates for those injuries. The 1967 settlement rates are slightly higher than the average rates for the past 10-year period—an indication that workmen's compensation coverage is being expanded to include more and more workers.

The 1967 preliminary total of employment injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the 10 provinces was 801,700. The final total for 1966 was 781,884.

The Canada Department of Labour received reports of a total of 1,079 employment fatalities that occurred in Canada during 1967. The revised total for 1966 was 1,242, approximately 6 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., Aug. 1967, p. 487).

In 1967, the number of fatalities in the primary industries, and their proportion of the total number of fatalities, decreased below the average number of fatalities in these industries for the past 10-year period, reflecting the declining labour force in these industries. In the manufacturing, construction and transportation industries, the reverse development took place, corresponding to the shift in the distribution of the labour force in these industries. The situation in the service and commercial industries has not changed significantly, however, in spite of considerable increases in their labour force.

During 1967, the transportation, construction and manufacturing industries together accounted for 55.7 per cent of the total number of fatalities. Of the total, 226 occurred in transportation, 206 in construction, and 170 in manufacturing. The remaining 44.3 per cent of the fatalities were distributed in other industry divisions as follows: mining, 15.5 per cent; forestry, 9.2 per cent; trade, 5.5 per cent; service, 4.7 per cent; public administration, 3.2 per cent; fishing, 3.1 per cent; agriculture, 2.6 per cent; and finance, 0.5 per cent.

The Province of Ontario accounted for 34 per cent of the total number of fatalities, British Columbia for 20 per cent, and Quebec for 13 per cent.

An analysis by type of accident shows that the categories of collisions, derailments and wrecks, and being struck by different objects accounted for almost half of the total fatalities. One quarter of the total fatalities were the result of either falls and slips, or of being caught in, on, or between different objects. The

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The non-fatal and fatal employment injuries covered in this review are those sustained by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

* See Tables H-1 to H-9 on pages 443 to 455.

remaining quarter were the result of inhalations, absorptions, asphyxiations and industrial diseases; of conflagrations, temperature extremes and explosions; of over-exertion; of contact with electric current; of striking against and stepping on objects; and of other miscellaneous accidents.

During 1967, 13 multifatality accidents brought death to 77 workmen. Thirty-two workmen were drowned in four accidents. Eighteen employees died as a result of an explosion or fire in two accidents. Two head-on collisions involving trucks claimed the lives of 10 workmen. Seven persons were killed in two aircraft accidents, and four workmen died in a railway collision. A rockslide in a mine caused three deaths, and another three workmen died as a result of toxic gas inhalation in another mine.

The 1967 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.11 for men and 0.02 for women. The fatality rates for the past eight years (figures for women in parenthesis) are shown in Table 2.

Table 2

Year	*Fatalities*	*Workers Employed*	*Rate per 10,000 Workers Employed*
		(in thousands)	
1960	1,124 (10)	4,362 (1,593)	2.58 (0.06)
1961	1,082 (4)	4,381 (1,674)	2.47 (0.02)
1962	1,128 (7)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (13)	4,567 (1,808)	2.67 (0.07)
1964	1,314 (6)	4,698 (1,911)	2.80 (0.03)
1965	1,318 (8)	4,842 (2,020)	2.72 (0.04)
1966	1,227 (15)	4,983 (2,169)	2.46 (0.07)
1967*	1,075 (4)	5,083 (2,296)	2.11 (0.02)

*Preliminary.

This table shows that the male fatality rate has not changed significantly over the past eight years, and that the female fatality rates were negligible.

Workers employed in the primary industry occupations, comprising approximately 10 per cent of the total workers employed in 1967, accounted for more than 30 per cent of the total fatalities. Workers employed in manual occupations, comprising about 40 per cent of the total workers employed, accounted for approximately 56 per cent of the total fatalities; and workers of the service and white-collar occupations, comprising approximately 50 per cent of the total number of workers were responsible for nearly 14 per cent of the total fatalities.

Employment injury statistics, including those of 1967, fluctuate; but the general trend indicates a slow gradual improvement.

65-day garbage strike settled in Memphis

A 65-day strike by 1,300 garbage collectors in Memphis, Tenn., ended on April 16. The strikers cheered as they unanimously accepted an agreement that was described as "a memorandum of understanding," rather than a formal contract.

The pact called for a 10-cent-an-hour wage increase on May 1 and another five cents an hour on September 1, plus union recognition and dues checkoffs. The sanitation workers, 98 per cent of whom were Negro, were making from $1.65 to $2.10 an hour when they walked off the job on February 12.

The racially tinged labour dispute had brought Rev. Martin Luther King to Memphis to lead a protest march on behalf of the workers. Dr. King was assassinated there on April 4.

ILO extends technical assistance in 1967

Total expenditure of the International Labour Organization for technical assistance programs during 1967 amounted to $17.6 million, compared with $16 million during 1966. The activities were directed toward the development of human resources and social institutions, and toward the improvement of living and working conditions.

The net ILO budget increased from $20,337,871 in 1966 to $22,472,398 in 1967. The International Labour Conference held in June adopted a net budget of $24,836,091 for 1968. In 1967, Canada's contribution amounted to $755,072 and in 1968 this was increased to $834,492.

The breakdown of the ILO technical assistance program, by source of financing, was as follows: special fund section of the United Nations Development Program (UNDP), $8,758,000; technical assistance section of UNDP, $5,874,000; regular ILO budget, $2,031,000; and funds in trust, $900,000. So far, there have been 92 UNDP special fund projects entrusted to the ILO for execution.

The distribution of expenditure, by region, of all ILO operational programs was: Africa, 39.2 per cent; Latin America, 22.7 per cent; Asia, 25.2 per cent; Middle East, 5.0 per cent; Europe, 4.3 per cent; and inter-regional projects, 3.6 per cent.

More than half of ILO technical aid was in the general field of home resources development, including manpower organization, vocational training and productivity and management development. Work continued also in the field of social security, occupational safety and health, workers' education, vocational rehabilitation, rural development and labour conditions, and administration.

One of the chief activities of the ILO was the building of a code of international law in the labour and social fields. The conference in 1967 adopted six new international instruments (L. G., Sept. 1967, p. 560).

The international centre for advance technical and vocational training (L. G., 1966, p. 144), which was inaugurated in March 1965 in Turin, continued to widen its curriculum and to receive increased numbers of fellows from developing countries. A total of 480 fellows attended the courses or seminars of the 1966-67 academic year.

The process of decentralization of the ILO's field structure, which began in 1965, continued during 1967. ILO branch offices were opened in the African cities of Cairo, Algiers, Dakar, and Yaounde. Each of these offices serve the countries within their jurisdictional territory.

At the end of the year, the ILO had 118 member countries (L. G., March 1967, p. 167). Barbados became a member in May, and Botswana withdrew its membership.

Canadian Indians

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as Band projects, some as co-operatives, and some as individual undertakings. Money might have to be borrowed, but responsible groups and individuals should be given the opportunity to get credit.

Many of the suggested changes for the Act would add to the personal responsibility for their community affairs. "There are some things that the Government may always have to do," the handbook concedes. "The lands reserved for Indians are held by the Government of Canada in trust for the Indian people, and there may have to be a Government department to act as trustee." Trusteeship, however, would not mean that the Government would have the final decision concerning the land. "It simply means that it will hold the land for your children and your children's children, as long as the Indian people want it that way."

The Minister expressed the hope that the new Act would help to offer the Indian people more opportunities for self-reliance. "By itself the Act will not solve the problems of the Indian community. If the passage of laws could do that, there would be no problem. The solution lies mainly with you—each one of you."

The Influences at Work

On the Labour Relations Scene

"Just as a substantial part of Canadian labour union policy is influenced by union policy made in the United States, it is equally true that a substantial amount of Canadian management policy, including policy on labour relations, is formulated outside the country." The foregoing statement was made by John Millons, Chief of the Studies Division, International Labour Affairs Branch, Department of Labour, in an address to the Montreal Westward Rotary Club in March. The foreign parents of Canadian subsidiaries are quick to insist that their labour relations policies are developed in Canada by Canadians and for Canadians, he said. And he added, "We might suspect in some cases that these employers protest too much."

Mr. Millons stated that he was not advocating nationalism for the sake of nationalism, but "It would be surprising if the interests of these foreign influences always coincided with national interests."

He pointed out that, in 1966, a year in which many major collective agreements were renewed, a total of more than five million man-days were lost in Canada because of strikes and lockouts, and that the year was almost a record one for labour strife. "The price tag of this strife was about $80 million in lost wages and at least $250 million in lost production. Although we can't know the price tag of the disputes that were settled by mediation, I think you will agree that this loss warrants a continued effort by labour, management and government to minimize labour disputes."

Strikes and lockouts were still major economic weapons used by labour and management against one another, he said, and a strike in one industry often had an effect on other industries. "For example, a strike in the automobile manufacturing industry can affect the steel industry and the automobile retail industry in fairly short order." A strike by air traffic controllers at Canada's airports has the power to paralyze a large sector of the nation's transportation system.

"Although we tend to think of labour and management as homogeneous bodies, this is not really so," he said. "Management groups and labour union groups will frequently have vast differences of opinion among themselves, and it is not uncommon to find that some strikes are carried out for reasons of warfare between unions rather than because of warfare between workers and employers."

Mr. Millons said that labour relations in Canada are complicated because Canada is a federal state. He pointed out that the federal Government and ten provincial governments made eleven separate legislative jurisdictions on labour matters, and that their laws were fairly similar, if not identical. They all embodied certain common principles such as the right of workers and employers to organize, the obligation of employers and workers to bargain with one another in good faith and procedures for the mediation of disputes.

"If labour law in Canada is confusing for the layman, it is also frequently confusing for the professional," he said. "Jurisdictional problems between governments are not uncommon." He pointed out that a man owning a fleet of a hundred trucks and doing business exclusively in the province of Quebec would come under the labour statutes of the Province of Quebec. If the man sent one of his trucks on a regular schedule across a provincial border into New Brunswick or Ontario, then his business could be classed as interprovincial trucking and would come under the federal labour jurisdiction. Canada's two transcontinental railways are under federal labour jurisdiction, but some of their hotels are under provincial labour jurisdictions. Equality of working conditions in plants across the country is difficult to maintain when these plants have to function under the labour laws of different provinces.

Commenting on the international aspects of labour relations, Mr. Millons said that the economic interdependence of employers and workers was beginning to shrink distance. Some indications of this were the growth of worldwide employers' corporations, simultaneous with the growth of international federations of trade unions. These tendencies were leading to two further developments, said Mr. Millons. One is the expansion of economic power that is improving the ability of employers to do battle with their employees and to impose price decisions on consumers. The other is the possibility that employees might fashion strong international links to counter the economic force of their employers.

"The big losers, as this kind of collectivism develops, are likely to be the independent professional men, the independent businessmen, and other non-unionized workers, whose voices will stand still less chance of being heard in the market place and in the corridors of power."

The bright spot on the worldwide horizon was the positive influence on labour standards and social security made by the International Labour Organization. He explained that the ILO, a United Nations agency, was a tripartite body that gave equal representation to labour, management and government of all member countries, and that these three groups jointly developed international standards on labour conditions and social security.

"These standards become embodied in documents known as Conventions, and a state which ratifies an International Labour Convention becomes morally bound to apply the principles of that Convention in its own legislation," he explained. "Thus there is one international agency that concerns itself with attempting to establish standards for the world of work, and which, because of the participation of the Government, can perhaps help to lessen the tensions that may grow up internationally between employers and workers."

"I think that we would all agree that out of labour relations can come and have come, advances in our standards of living," he said. "At the same time, it is possible that bad things can occur. To give a not-so-extreme example, it seems to me that the day is not far off, because of the way employers and unions are becoming internationalized, when a man who orders his favourite drink in his favourite bar in Montreal, may suddenly find that he cannot have it because his waiter is on a sympathy strike with the bartenders of Hawaii."

Price Indexes

Consumer, April 1968

The consumer price index (1949=100) increased by 0.6 per cent to 154.1 at the beginning of April from 153.2 at the beginning of March. It was 4.3 per cent higher than the April 1967 level of 147.8.

The food index rose by 0.7 per cent to 149.8 from 148.7, and was 4.0 per cent above the April 1967 level of 144.0. Price increases were recorded for milk, eggs and a number of produce items; among other staple goods, including bread, flour, sugar and butter, prices were unchanged.

Fresh fruit and vegetable prices increased, with higher quotations for apples, bananas and grapefruit, onions, tomatoes and lettuce. Beef and pork prices were lower, fish and poultry prices were higher.

The housing index rose by 0.4 per cent to 156.6 from 156.0 and was 4.3 per cent above the April 1967 level of 150.1. Home ownership costs rose by 1.0 per cent as a result of higher property taxes, and advances in building material prices and wage rates in construction. Rents increased 0.3 per cent. Household operation items remained unchanged, as higher prices for furniture, household textiles and some appliances were offset by lower prices for household supplies and floor coverings.

The clothing index rose by 0.5 per cent to 136.3 fom 135.6, with increases in the price of women's, men's and children's wear, and footwear.

The transportation index rose by 0.3 per cent to 160.8 from 160.3 as a result of higher taxes on gasoline in a number of cities. The price of motor oil also advanced.

The health and personal care index rose by 1.4 per cent to 197.0 from 194.3 as a result of generally higher professional fees. Most personal care supplies, including toilet soap, cleansing tissues and shaving cream, declined in price.

The recreation and reading index declined by 0.2 per cent to 172.1 from 172.5. Price decreases for television sets and phonograph records outweighed minor increases in the prices of radios and bicycles.

The tobacco and alcohol index increased 1.8 per cent to 140.9 from 138.4.

Group indexes a year ago in April were: food 149.8; housing (shelter and household operation) 156.6; clothing 136.3; transportation 160.8; health and personal care 197.0; recreation and reading 172.1; and tobacco and alcohol 140.9.

City Consumer, April 1968

Between March and April, consumer price indexes advanced in all regional cities except Ottawa, where no change occurred. The increases ranged from 1.4 per cent in St. John's to 0.1 per cent in Saskatoon-Regina.

Food indexes rose in eight cities and declined in two. The largest increase, 1.2 per cent, was recorded in Halifax, the largest decrease, 0.7 per cent, in Ottawa. Housing indexes moved up in most cities with the exception of Saint John.

Clothing, health and personal care indexes showed a general increase in all regional cities. Transportation indexes were mixed, with higher gasoline prices in Quebec, Newfoundland and New Brunswick contributing to the increase in several cities. Slightly lower automobile prices accounted for the decline in some western cities. The recreation and reading index showed varied movements, as did the tobacco and alcohol component, which remained unchanged in all cities except St. John's and Montreal, where marked advances occurred.

Regional consumer price index point changes between March 1968 and April 1968 were as follows: St. John's+1.8 to 134.4*; Halifax+1.2 to 145.7; Montreal +1.1 to 152.0; Toronto+0.9 to 155.6; Edmonton-Calgary+0.8 to 144.5; Saint John+0.5 to 148.8; Vancouver+0.5 to 148.3; Winnipeg+0.3 to 149.0; Saskatoon-Regina+0.1 to 144.0; Ottawa unchanged at 152.5.

Wholesale, March 1968

The general wholesale index (1935-39=100) was 268.0 in March, 0.4 per cent higher than the February index of 266.9, and 2.1 per cent higher than the March 1967 index of 262.4. Five of the eight major group indexes were higher, and three declined.

The vegetable products group index increased 0.3 per cent to 230.7 from 229.9 as a result of higher prices for tea, coffee, cocoa, grains, vegetable oils and raw rubber. In the non-ferrous metals products group, an increase of 2.3 per cent to 258.8 from 253.0 reflected higher prices for silver.

The wood products group index advanced 0.6 per cent to 360.9 from 358.7 on higher price increases for fir, cedar and spruce. Minor increases occurred in two major group indexes—non-metallic minerals products moved to 204.5 from 204.1, and iron products to 276.5 from 276.3.

Decreases of 0.1 per cent or less occurred in the following major group indexes: animal products, 285.8 from 286.2; textile products, 255.7 from 255.9; and chemical products, 213.7 from 213.8.

* On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 0.6 per cent to 249.0 from 247.4 in the three-week period, March 29 to April 19. The animal products index moved up 1.2 per cent to 313.8 from 310.1, and the field products index declined 0.2 per cent to 184.2 from 184.6.

U.S. Consumer, March 1968

The United States consumer price index (1957-59=100) rose by 0.4 per cent from February to March. The index in March was 119.5, which was 3.9 per cent higher than a year ago.

Price increases recorded were: food (including restaurant meals), 0.4 per cent; apparel (including infants wear, sewing materials, jewellery and apparel upkeep), 0.9 per cent; housing (including hotel and motel rates, home purchase and other home-material costs), 0.3 per cent; home operation and furnishings, 0.7 per cent; medical care, 0.7 per cent; and transportation, 0.3 per cent.

British Retail, Feb. 1968

The British index of retail prices (January 16, 1962=100) was 122.2 at February 20, compared with 121.6 at January 16 and 118.6 at February 21, 1967.

The rise in the index during the month was caused by increases in the price of bread and some other goods and services.

For the food group, the index rose by about 0.5 per cent to 121.8, compared with 121.1 in January.

The index for the housing group rose by about 0.5 per cent to 139.4, compared with 138.6 in January, mainly because of a rise in the average level of rents for unfurnished dwellings.

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Why Are So Few Women in Management?

The song asks, "Why can't a woman be more like a man?" And two short articles published in the January-February issue of *The Business and Professional Woman* seem to pinpoint the frustrations felt by the capable, ambitious business woman who is trying to get a toehold in the predominantly male world of business.

The magazine quoted from an article published in the March-April issue of the Canadian Welfare Council magazine, which stated that women have equal rights with men:

- until a woman with children decides to go out to work;
- until a woman employee wonders about being taken on one of those training courses the management offers its staff;
- until a married woman earning a salary tried to get credit on her own to buy her own car;
- until a woman who has graduated in law looks for a partnership in a law firm; or
- until a daughter asks her parents if she, instead of her brother, can go to college.

Commenting on the article, Elsie Gregory McGill, a former president of the Canadian Business and Professional Women's Federation, says that these situations are not new. "What is new," said Miss McGill, "is that it is no longer just a few but many millions among the over nine million women in Canada who find the situations hampering."

Better training, more education, greater experience and participation in activities outside family life have given millions of Canadian women more confidence in their own abilities.

"This type of background has heightened their aspirations toward achievement generally, and toward a more effective share in the making of decisions that affect their families, their work, their communities, their nation and all aspects of their lives," said Miss McGill.

She believes that many Canadian women are dissatisfied with the traditional ideas of "women's place" that still prevail in Canada—ideas that are wrapped in the phrase, "the status of women."

The federal Government has defined the functions of the Royal Commission on the Status of Women as inquiring into and reporting on the status of women in Canada, and recommending the steps that should be taken by the Government to ensure equal opportunities with men in all aspects of society.

"It is apparent that this is more than just an inquiry into the rights of women or the equality of women with men," said Miss McGill. "It implies an inquiry into the prevailing social attitudes that are to the disadvantage of women; an inquiry searching for ways to change or remedy these."

Department of Labour statistics show that women in managerial positions made up only 2.9 per cent of the total labour force in 1961. What are the prevailing social attitudes that tend to divert women from managerial positions? A survey to find out why more women were not in managerial positions was conducted at the Business and Professional Women's Club Seminar last October in Edmonton.

Dr. Geraldine Farmer, Associate Professor of Secondary Education, University of Alberta, in her analysis of the results of a survey, concluded that one third of the reasons given for women not getting managerial positions could be attributed to the attitudes of women themselves. Many women are apathetic and not ambitious. They appear to lack the confidence and necessary aggressiveness needed to rise to managerial heights. "On the other hand, 40 per cent of the reasons could be attributed to the attitudes of society and businessmen," said Dr. Farmer. Women who do feel qualified and confident to take a managerial role are discouraged by age-old taboos against promoting women to executive positions.

Management generally believes that males are more acceptable to clients and employees, and that other women prefer to work for men. It is traditional for men to be leaders; the role of manager is inconsistent with the feminine role. Some company policies do not permit women to hold managerial positions; other companies just do not invite women to take a supervisory job. Women are visualized also as being emotional and unstable or having binding family ties.

Dr. Farmer says that, although the survey was limited in scope and not representative of Canadian women in business, it did offer some reasons for the small participation of women in managerial occupations. "It provides information that might guide those who are interested in effecting change in the status of women in the labour force," she said, "and it suggests ideas and problem areas in need of further examination and research."

An Experiment in Part-Time Employment For Married Women

Women's Bureau

A system of employment that would provide the worker with the opportunity of choosing the hours of work best suited to him would likely be considered revolutionary by most people. But in The Netherlands, it has been tried and found workable, and is in effect in four industrial plants.

Industrialization and urbanization did not develop to any great extent in The Netherlands until after World War II. Only then did competition by industry for the available labour force begin in earnest. Between 1959 and 1965, the growing shortage of workers was a prime concern. This prompted the employers to consider the possibility of hiring married women to relieve this shortage.

Women workers comprised 23 per cent of the labour force in The Netherlands in 1960, a considerably lower percentage than that of women workers in some surrounding European countries. This low figure was the product of a comparatively recent industrial build-up in the country, and the limitations imposed by the traditional view that a married woman's place was in the home. This attitude still prevails, but the inception of a new program, whereby the running of a household and the care of the children could be carried on even while the mother was employed outside the home, has brought about the acceptance of married women into the labour force.

The Experiment Begins

The unusual scheme of encouraging married women to enter employment by providing working hours that would not interfere with the housekeeping schedule, and that would make it possible for married women to work during the time their children were in school, was developed by a special committee at the Philips telecommunications works in The Hague. The scheme was advertised—and the response was much greater than had been anticipated.

Because of the success of this first unusual "job structuring," Philips decided to undertake a similar experiment in Veldhoven, a new town of about 25,000 inhabitants, where there was a large number of young families. The company opened a small workshop for the precision assembly of hearing aids. Because the shop was intended exclusively for the employment of married women, the entire working environment—equipment and organization—was specially arranged to suit them.

The first phase of the plan went into operation with the mailing of letters to the married women of Veldhoven, and those in the immediate neighbourhood, explaining how this new workshop was to operate. The women who showed an interest in employment were then visited by a female personnel officer of the workshop, who discussed in detail with each applicant the feasibility of her undertaking employment—always keeping in mind of course, the view that a married women's first responsibility was to her family. Because of the lack of collective nurseries and of plans to establish any, women with children up to the "toddler" age were advised not to apply.

The interviews revealed that about half of those who had applied had to be excluded, because it was evident that difficulties with their domestic situation would be encountered. Those who were considered acceptable were given a medical examination, and tests were made to determine whether the applicants possessed the special standards of vision, intelligence, accuracy and dexterity that are essential qualifications in the precision assembly work of hearing aids.

Each employee has an individual contract that stipulates the hours she is to work and their distribution over the day and week. She may arrange that her working hours coincide with her child's school hours; or she may choose to work in the morning or in the afternoon—or even part of the morning and part of the afternoon. Women without children may complete their hours of work without a break either in the morning or in the afternoon.

For economy of operations (part-time work involves higher costs for the company), and efficient organization of the workshop, it is necessary that each employee work several hours on not fewer than four days a week. At the Veldhoven plant, weekly working hours range from a minimum of 25 to a maximum of 45.

Workers are entitled to sick pay and holiday allowance. A woman working a 25-hour week receives 15 days paid leave annually (10 days of collective workshop holidays and 5 days to be taken individually). Leave without pay, even by the hour if necessary, can be taken for a good reason, such as the husband's or children's illness or holidays. An individual arrangement for regular leave (again, even by the hour if need be) can be made where necessary. Membership in the pension fund is voluntary, except for widows, who are obliged to join.

Wages are determined on the hourly rate laid down in the collective agreement. A minimum level of output that can be easily reached is agreed upon, and this entitles each worker to her starting wage. After a certain time, if she produces more, her wages are increased to an agreed higher rate. Jobs are classified by degree of difficulty, and each class has a different wage scale.

The ability of the employee determines her possible advancement from the initial level of "second assembler" to that of "first assembler," and to the top position of "general assembler." There are only a few employees in the workshop with this latter classification, the majority of the staff being divided almost evenly between the first two categories.

System to Continue

Plans by the Philips company to consider expansion of the experiment is evidence that, from the business standpoint, the workshop has met with success. From the employees' point of view, the workshop is providing these women with an opportunity to work under conditions that have been designed especially for her. The monotony of the traditional assembly line type of work has been replaced by "group endeavour" where the employee is, along with the other 10 or 12 workers in her group, responsible for several key facets in the assembly of hearing aids.

For a part of her day, she is relieved of the routine of household duties, and she is meeting and making friends with persons of her own environment. All of this contributes to a friendly working atmosphere—and she has the satisfaction of knowing that her skills are being used in the creation and manufacture of a vital product.

This article is condensed from *A Workshop for Married Women in Part-time Employment* by J. L. J. M. Van Der Does De Willebois, International Labour Review, December 1967.

ILO Policies and Programs On Vocational Rehabilitation

The following article is taken from a paper prepared by N. E. Cooper, of the International Labour Office, Geneva, and presented at the ILO Interregional Study Tour on Vocational Rehabilitation held in Denmark, July 17 to August 5, 1967.

Participation in the Study-Tour was limited to senior administrative officials or professional workers actively engaged in national vocational rehabilitation schemes or social welfare programs in the field of vocational guidance, vocational training, placement or sheltered employment for the disabled. The participants came from countries in Asia, Africa, Europe, the Middle East, Latin America and the Caribbean.

Manpower Utilization Branch
Department of Manpower
and Immigration

Although the International Labour Organization has been interested in vocational rehabilitation since its inception, a real impetus was given to this program in 1955. That year, the ILO Conference adopted Recommendation 99, which dealt with aspects of vocational rehabilitation for all categories of disabled persons.

This recommendation not only defines what is meant by the terms "vocational rehabilitation" and "disabled person", but also sets out clear and concise guidelines to assist many countries in planning and developing their vocational rehabilitation programs.

The document recommends that:

- the most pressing needs of each country in the field of vocational rehabilitation, and the form the program will take should be decided by each country;
- each country should base its decision on a statistical study of the number, type and characteristics of services for the disabled; and
- the main objectives of any vocational rehabilitation program should be to demonstrate and improve the working qualities of the disabled, to emphasize their abilities and working capacities, to promote working opportunities for them, and to overcome employment discrimination against them.

Administrative Policy

Recommendation 99 also provides some guidelines for administering vocational rehabilitation programs. These include recommendations that:

- the greatest attention and emphasis should be on the final need for satisfactory placement in employment, no matter what the scope of the program;
- for each disabled person benefiting from it, vocational rehabilitation should be considered as a comprehensive and continuous process from the moment of identification to the time of satisfactory resettlement in employment;
- any program of vocational rehabilitation should provide services for vocational assessment and guidance, and either training and selective placement or sheltered employment; and
- these specific services for the disabled should be integrated within the framework of existing vocational guidance, training and placement services.

ILO Activities

The technical assistance activities of the ILO in the field of vocational rehabilitation can be considered under seven separate headings. These programs provide: national vocational rehabilitation services; special categories for the disabled; pilot rehabilitation centres; guidance; training; special placement services; and sheltered employment.

In addition to the special assistance program, the ILO undertakes research into special aspects of vocational rehabilitation. At present, it is investigating the problems arising from automation, and their effects upon the employment of disabled persons. In the publications field, the international labour body has issued a manual on selective placement. It is now working on the final drafts of two other publications, *The Adaptation of Jobs for the Disabled,* and *Industrial Rehabilitation of the Disabled.*

Technical Assistance

The International Labour Organization provides for technical assistance under three of its general programs. The first of these is the United Nations Development Program. Under it, a special fund has been established to finance projects for vocational rehabilitation. Eligibility is confined to projects that have an element of research or training. The special fund was established by a UN General Assembly resolution. It stressed that the fund must be used for relatively large projects, and not for projects that require a contribution of less than $250,000.

Another program coming under the UNDP is the expanded program for technical assistance. This is financed by funds specially voted to it for technical activities by member countries of the UN. The money obtained is divided among all the agencies that provide technical assistance, including the ILO, according to the agreed requests of governments.

The second of these general programs is the ILO's own program for technical assistance. This is financed from the regular budget of the ILO, and it provides for operational activities. The program is controlled by the Director-General, acting upon the advice of the program board.

The third program comes under trust funds. By this method, governments may receive technical assistance directly from the ILO, provided that they make available the required funds to finance the requested technical assistance.

Keeping Employees Informed

Labour-Management Consultation Branch

The people at the Rusko of Canada Limited plant in Toronto don't know what you mean when you inquire about the labour-management committee.

There is no separate committee as such at the plant, whose 125 workers are represented by Local 5122, United Steelworkers of America (AFL-CIO/CLC). But there is joint consultation. Lots of it. The plant manufactures steel and aluminum window and door products for commercial, architectural, residential and home improvement uses.

A committee, which gathers each Wednesday from 11 a.m. to 12 noon, has been known through the years as the "production planning committee." Its terms of reference, however, take in safety and joint consultation. The 11-member committee, drawn from union and management, will take on such topics as morale in the plant, employee-training, or a discussion of the features of an industry-wide wage survey.

"We have no labour-management committee as such," explains Ronald Cunningham, the plant manager. "What we've done is lump together production, safety, and issues involving the union and management."

Mr. Cunningham, who started with Rusko 10 years ago as a spray painter's helper, and rose to plant manager in eight years, believes labour-management communication works best when both parties know what they're talking about. "If I negotiate with a union, I want to deal with people who have a firm grasp of the issues," he says. To this end Mr. Cunningham endeavours to channel as much pertinent information as possible to the union leaders.

"Mind you, in this age of ever increasing costs, when certainly the individual is concerned with the cost of his groceries, we let people know the price of ours. As the price of production material increases—which it did, not, long ago—we let them know about it. Speaking generally, though, we'll distribute any reports, surveys or articles we can get our hands on, even if the information they contain is not in our favour."

John Murdock, President of Local 5122, is a key participant in the weekly sessions. "Every time we come out of a meeting, we're that much wiser," he says. "And what I say applies not just to the unionists, but to the management people, too."

Mr. Murdock says he practices fair play, and he's found that it pays off when the union and the company are resolving differences. "We resolve our differences on the basis of discussion. There are no fits of temper when we sit down to work out a problem. We talk it over and find a solution among ourselves." Either Mr. Murdock or Thomas Oliver, the union Vice-President, gives a verbal report at union meetings on the particulars of recent production meetings.

* * *

Sometimes it comes back to you over the late movie . . . . Humphrey Bogart or Edward G. Robinson has just stuck up the bank in a small mid-Western town, and wants to tell his dumb-blonde girl friend back in Chicago all about it.

So he drives up in a car with the radiator cap on the outside, hops out (careful not to catch his five-inch-wide tie in the slamming door), and ducks into a candy store to call his dolly. Up comes the receiver in his left hand; with his right, he CRANKS THE BOX . . . . You get the picture? Telephoning has come a giant step in the past 40 years.

The New Brunswick Telephone Company, Limited has been mechanizing since 1929. And every time there's a change, it means something to the people who work for the company. NBTel realizes this and, despite avoidance of mechanization-caused layoffs in recent history, feels an obligation to keep the employees aware of upcoming changes. This is done through quarterly labour-management meetings. The meetings, attended by eight or nine union officers from all over the province, and half as many management representatives, are tough, working sessions, usually four hours in length.

About 550 Traffic Department employees of NBTel are represented by Local 1472, International Brotherhood of Electrical Workers (AFL-CIO/CLC). The Traffic Department is responsible for the movement of messages from one customer to another, whether in spoken, written or statistical form.

A second labour-management committee is active in the plant department where 525 employees are represented by Local 1148, IBEW. The plant department's function is to build and maintain the facilities over which messages are transmitted. This committee has helped keep the level of grievances to three a year during the past six years, according to Ross Lewis, Staff Manager-Personnel, of the plant department. "Joint consultation gives us the opportunity to deal with the employees more frequently on a man-to-man basis. We have the opportunity to work on a problem before it's blown up, which is reflected in our low rate of grievances," he adds.

Gren Thomas, a Superintendent in the traffic department with 10 years' service on the committee, says that it benefits the company to broadcast future plans, whether or not they will affect the employees. "We feel there's a morale value, because people want to know what's going on in their company. They may be far removed from the topic, but I think they're interested in it."

As an international representative for the IBEW, Medley LeBlanc has an interest in the committees at NBTel as well as in two others in the province. "We've been able to eliminate a lot of problems that used to come up during negotiations," he says. "We like to know that we have the opportunity to meet with company officials."

Aids to the Employment Of Older Workers

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

Systematic job analysis not only helps in placement, but also in job reallocation and redesign. In their book, *Promoting the Placement of Older Workers,* the social affairs division of the Organization for Economic Co-operation and Development (OECD) lists a variety of methods that have been developed to assist those engaged in job analysis.

These methods range from simple adaptation of method-study practices, to detailed systems used to describe the physical, mental and sensory demands of the job. These include the measuring of an individual's capacity to do a particular job, using standard categories (e.g., physique, intelligence, special aptitudes, attainments, temperament), and the weighing of particular stresses and difficulties.

Other methods include a comparison study of successful and unsuccessful workers on the job, and a review of the job itself, with its required abilities, skills and particular demands (e.g., perception, heat, stress, and noise).

Through job analysis, it would be possible to transfer or reallocate older workers as an alternative to layoff or dismissal. In many OECD member countries, the publication said, job reallocation was the usual solution to an employer's problem of retaining older employees, while removing them from jobs beyond their capabilities. The obvious advantages to the company were the older worker's knowledge of company ways, and his loyalty and reliability.

Job reallocation could, however, be unsuccessful when it was not based on an analysis of the skills involved in different types of work, the report pointed out. Without an analysis, it could be wasteful and even damaging to the individual, because there was no guarantee that he would be placed in work that reduced his difficulties or made use of his skills. The report said that the importance of job analysis as a preliminary to job reallocation was likely to grow, as jobs traditionally assigned to older people became obsolete. Increasingly, the range of jobs considered appropriate would need revision and reappraisal.

The report suggested that, if an employer was concerned at the decline in performance of some older employees whom he would like to retain in the same work, job redesign might be the solution. A study of the worker's task could reveal a number of features that, when altered, might reduce physical effort and mental or perceptual strain. A small change, such as the addition of a seat or armrest, the change of a pedal height, or better illumination, might be sufficient to bring the job within the capability of the older worker. Whether these or more comprehensive changes were required would be determined only after the mental, physical and physiological demands made upon the operator had been identified through job analysis.

The analysis should include an examination of potential trouble spots for the older worker. These were:

- demands for intermittent bursts of energy beyond his capacity;
- continuous demands for energy with a few rest periods (e.g., conveyor belt work);
- inadequate rest periods;
- working in high heat, high humidity or a polluted atmosphere;
- excessive noise, poor lighting or glare;
- work requiring prolonged stooping, bending or stretching;
- work in which the operator supports his own weight or equipment for long periods;
- an untidy work area;
- work requiring visual or auditory acuity;
- work demanding fine discrimination;
- work involving the understanding of complex instructions;
- work requiring a high degree of accuracy involving choice;
- work in which the operator must remember small amounts of information for short periods; and
- work paced by a machine.

All jobs should be designed to take into account the human operator, and to reduce physical and mental strain, the report concluded. For, although employers tend to underrate the possibilities of job redesign, the practice tends to benefit all employees, regardless of age.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during April. It granted five applications for certification, ordered three representation votes in applications for certification, and granted two applications for revocation. During the month, the Board received 21 applications for certification, and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. United Steelworkers of America on behalf of a unit of employees of Eldorado Mining and Refining Limited, Ottawa, Ont., engaged in the company's Beaverlodge operation at Eldorado, Sask. (L.G., Apr., p. 224).

2. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Sault Ste. Marie terminal of Lakehead Freightways Limited, Port Arthur, Ont. (L.G., Apr., p. 224).

3. United Steelworkers of America, Local 924, on behalf of a unit of catering employees of Western Catering Limited, Vancouver, B.C., employed at the operations of United Keno Mill Mines Limited in the Elsa area of the Yukon Territory. (L.G., May, p. 276). The Beverage Dispensers' and Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, had intervened.

4. United Steelworkers of America, Local 953, on behalf of a unit of mine and mill employees of Canada Tungsten Mining Corporation Ltd., Vancouver, B.C., engaged in its operations at Tungsten, NWT (L.G., May, p. 276).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees employed in Ottawa by Trove Transport Limited, Ottawa, Ont. (L.G., June, p. 342).

Representation Votes Ordered

1. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant and intervener, the United Steelworkers of America, applicant and intervener, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, the Brotherhood of Maintenance of Way Employees, intervener, and the International Association of Machinists and Aerospace Workers, intervener. (L.G., Apr., p. 224). The Board directed that the voting unit comprise certain employees of the respondent in its Maintenance of Way and Engineering Department, and that three names appear on the ballot as follows: (1) The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU); (2) United Steelworkers of America; and (3) Brotherhood of Maintenance of Way Employees (Returning Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, applicant, Clarke Traffic Services Ltd., Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, Local 14274, intervener (L.G., May, p. 276). The Board directed that the voting unit consist of certain unlicensed employees of the respondent employed upon the vessels *Chimo, Cabot, North Voyageur, North Gaspe,* and *Jean Brillant,* and that the names of the applicant and intervener appear on the ballot (Returning Officer: G. R. Doucet).

3. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant, the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, the Brotherhood of Railroad Signalmen, intervener, and the International Association of Machinists and Aerospace Workers, intervener. (L.G., May, p. 276). The Board directed that the voting unit consist of certain employees of the respondent employed in its Communications and Signals Department and that the names of the National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU) and the Brotherhood of Railroad Signalmen appear on the ballot (Returning Officer: J. Coallier).

Applications for Revocation Granted

1. Irvin Knox, *et al.,* applicant, the Professional Transport Workers' Union of Canada, respondent union, and Veteran Transfer Ltd., Edmonton, Alta., respondent employer (L.G., Feb., p. 103). The application was for the revocation of the Board's order of December 19, 1966, certifying the respondent union as bargaining agent for a unit of truck drivers employed by Veteran Transfer Ltd.

2. D. N. Cooper, *et al.,* applicants, the Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer (L.G., Mar., p. 155). The application was for the revocation of the Board's order of August 11, 1967, certifying the respondent union as bargaining agent for a unit of drivers and other employees of Grimshaw Trucking & Distributing Ltd.

Applications for Certification Received

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, made on March 29, 1968, on behalf of a unit of reservation sales employees employed at Winnipeg, Man., by Northwest Airlines Inc., St. Paul, Minn., U.S.A. (See applications for certification withdrawn, below).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Curry Moving & Warehousing Ltd., Ottawa, Ont. (Investigating Officer: R. B. Duncombe).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the New Brunswick Broadcasting Company Lim-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

ited, Saint John, N.B., employed at station CHSJ-TV and Radio Station CHSJ (Investigating Officer: D. T. Cochrane).

4. Public Service Alliance of Canada, on behalf of a unit of employees of the National Harbours Board, employed on the administrative staff, at the Port of Quebec (Investigating Officer: G. R. Doucet).

5. *Syndicat national des employés des minoteries Phénix (CSN),* on behalf of a unit of flour mill employees employed by *Les Minoteries Phénix Limitée,* Montreal, Que. (Investigating Officer: R. L. Fournier).

6. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, made on April 3, 1968, on behalf of a unit of reservation sales employees employed at Winnipeg, Man., by Northwest Airlines Inc., St. Paul, Minn., U.S.A. (Investigating Officer: A. E. Koppel).

7. RCA Victor Employees' Association, on behalf of a unit of non-resident technicians employed by the RCA Victor Company Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hall's Motor Transit Co., Blackpool, Que., employed at its Montreal and Lacolle terminals (Investigating Officer: G. R. Doucet).

9. United Brotherhood of Carpenters & Joiners of America, Local 2499, on behalf of a unit of employees of Northern Mining Contractors, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

10. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, etc., employed at Whitehorse, Y.T., by Alpine Clearing Ltd., Victoria, B.C. (Investigating Officer: D. H. Cameron).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, etc., employed by Canada Bridge Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

12. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

13. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers, equipment operators, and warehousemen, employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (Investigating Officer: C. M. Gilmour).

14. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Yukon Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

15. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse employees employed at Mount Nansen Mines in the Yukon Territory by Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

16. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse employees employed at Arctic Mines, Carcross, Y.T., by Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

17. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Unioan, on behalf of a unit of employees of the Edgewater Hotel Tavern (White Pass Hotels Limited), Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

18. Beverage Dispensers & Culinary Workers' Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of the Regina Hotel, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

19. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Marine Industries Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

20. Reimer Express Lines (Western) Ltd. Employees' Association on behalf of a unit of employees of Reimer Express Lines (Western) Ltd., Edmonton, Alta., employed at Edmonton, Calgary, Regina and Saskatoon (Investigating Officer: D. H. Cameron).

21. International Association of Machinists and Aerospace Workers on behalf of a unit of rail technicians, rodmen and other employees employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: G. R. Doucet).

Applications for Certification Withdrawn

1. International Union of Operating Enginers, Local 115, applicant, and Alpine Clearing Contractors Ltd., Victoria, B.C., respondent. (L. G., June, p. 342).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Northwest Airlines Inc., St. Paul, Minn., U.S.A., respondent. (See also reference to application made on March 29, 1968, in Item 1, Applications for Certification Received, above.)

Wage Schedules Prepared in March

During March, the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 177 contracts in these categories were awarded. In addition, 129 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The Metropolitan Corporation of Greater Winnipeg, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	85	$ 96,902.00
Post Office	8	1,057,547.14
Transport	1	16,370.00

During March, the sum of $10,552.25 was collected from 33 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 313 workers concerned.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Alaska Cruise Lines Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).

3. Arctic Gold and Silver Mines Limited (NPL), Vancouver, B.C., and Local 6536, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Mount Nansen Mines Limited, Vancouver, B.C., and Local 1037, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

5. Ogilvie Flour Mills Co. Limited, Montreal, Que., and the National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU) (Conciliation Officer: C. E. Poirier).

6. B.C. Airlines Limited, Vancouver International Airport, and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

7. Canadian Lake Carriers' Association (representing a number of Great Lakes Shipping Companies), Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier).

8. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier).

9. Inspiration Limited, Edmonton, Alta., and Local 7288, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

10. Robin Hood Flour Mills Limited, Montreal, Que., and *Le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN)* (Conciliation Officer: R. L. Fournier).

11. The Hamilton Harbour Commissioners and Canadian Union of Public Employees (Police Unit) (Conciliation Officer: H. A. Fisher).

12. The Hamilton Harbour Commissioners and Canadian Union of Public Employees (Manual Maintenance Agreement) (Conciliation Officer: H. A. Fisher).

13. Rio Algom Mines Limited (Nordic Mine and Quirke Mine) and United Steelworkers of America (Conciliation Officer: T. B. McRae).

14. The Toronto Harbour Commissioners and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae).

15. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

16. Zenith Transport Ltd., North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

Settlements by Conciliation Officers

1. CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. M. Gilmour) (L. G., June, p. 343).

2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. M. Gilmour) (L.G., May, p. 277).

3. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362, 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

Conciliation Boards Appointed

1. Lakehead Terminal Elevators' Association, representing Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., April, p. 225).

2. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa, Ont.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 343).

3. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (see above).

Conciliation Board fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L.G., June, p. 344) was fully constituted in April with the appointment of

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Judge Jean-Paul Noel of Montreal, as Chairman. Judge Noel was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hainault and union nominee Claude St-Arnaud, both of Montreal.

Board Reports Received *

1. Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (L.G., March, p. 157).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (L.G., May, p. 278).

Report of Settlement

Foundation Maritime Limited, Halifax, N.S., and Local 343, Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 344).

Strike Action

1. Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (strike commenced April 27) (see above).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (strike commenced April 25) (see above).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

* Full texts published in L.G. Supplement No. 2, 1968.

Employment and Unemployment In April

Employment at 7,276,000 in April was 156,000 higher than in March. The total was 151,000 higher than the comparable figure for last year.

The labour force, at 7,712,000, was 104,000 higher than in March, and 222,000, or 3.0 per cent higher than it was a year ago.

Unemployment decreased by 52,000 during the month to 436,000 in April from 488,000 in March, and was 71,000 higher than in April 1967.

Unemployment in April represented 5.7 per cent of the labour force compared with 4.9 per cent in April 1967, and 4.1 per cent in April 1966.

Employment, at 7,276,000, increased by 156,000 between March and April. The increase of 151,000 from April 1967 was shared by all regions except Quebec, where employment was about the same as a year ago.

In non-farm employment, there was an increase of 85,000 between March and April. During the same period, farm employment rose by 71,000. In non-farm industries, increases were recorded in manufacturing, 32,000; construction, 22,000; transportation, communication and other utilities, 15,000; and trade 11,000.

Employment was higher than a year ago in non-farm employment, 122,000, and farm employment, 29,000. The largest increases in non-farm employment took place in community, business and personal services, 57,000, and trade, 55,000. Increases were also recorded in transportation, communication and other utilities, 22,000; finance, insurance and real estate, 16,000; and public administration, 11,000. Employment was lower than a year ago in manufacturing, 26,000 and in construction, 25,000.

Unemployment

Unemployment, at 436,000, was 52,000 lower than in March, but 71,000 higher than in April 1967. Of the 436,000 unemployed in April, 120,000, or 28 per cent, were unemployed for less than one month. Of the remainder, 140,000 were unemployed for one to three months and 176,000 for four months or more.

Legal Decisions Affecting Labour

The Alberta Supreme Court (Appellate Division) has ruled that a CLRB decision, dealing with whether a person is an employee or not, is not subject to *certiorari*.

The Quebec Court of Queen's Bench has ruled that, in an inter-union process, a decision heard by the chairman and two other members of the Labour Relations Board is valid.

Legislation Branch

On January 22, 1968, the Appellate Division of the Alberta Supreme Court upheld a ruling of Mr. Justice Riley of the Alberta Supreme Court, who had dismissed an application for *certiorari* to quash a certification order issued by the Canada Labour Relations Board. The Appellate Division rejected the contention of Midland Superior Express Limited that the decision of the Board on the question of the employer-employee relationship was a collateral issue subject to review on *certiorari*.

Circumstances of Dispute

The facts of the case were reviewed by Mr. Justice McDermid on behalf of the Court.

An application was made to the Canada Labour Relations Board for the certification of Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the bargaining agent for certain drivers whom the Union claimed to be employed by Midland Superior Express Limited.

The company was found by the Canada Labour Relations Board to be "a corporate commercial common carrier engaged in the haulage of freight by road transport between its terminals at Victoria and Vancouver, B.C., Calgary and Edmonton, Alta., Hamilton and Toronto, Ont., and Montreal, Que." Although Midland Superior Express owned all the trailer equipment used by it, the tractors that hauled the trailers were owned by over forty individuals, partnerships and companies that were referred to as "lease operators."

Some of these lease operators owned only one tractor that the owner himself drove; others owned several tractors for which drivers had been hired. The application to the CLRB sought to certify a bargaining unit including, in part, "line drivers, spare drivers, [and] leased equipment operators classified as line drivers and spare drivers." In the words of Mr. Justice McDermid, "The basic question before the Board was whether the drivers of these tractor units who did not own their own units but drove a unit owned by a lease operator were employees of the lease operator whose unit they drove or were employees of the Company."

The CLRB decided that the drivers in question were employees of Midland Superior Express Limited, and had certified Locals 362 and 979 as their bargaining agent.

Midland Superior applied to the Alberta Supreme Court for *certiorari* in order to quash the CLRB decision. In the decision on this application (L.G., June 1967, p. 367), Mr. Justice Riley had said: "I would think that in law the employees in question were not those of the applicant [the company]." Nevertheless, he went on to say that, "While I think that the Canada Labour Relations Board may have been wrong, I cannot correct that error on *certiorari*." Accordingly, Mr. Justice Riley refused to quash the Board's order.

Midland Superior then appealed to the Appellate Division of the Alberta Supreme Court.

Question of Collateral Issue

On appeal, it was contended by Midland Superior that the decision of the CLRB that, for the purpose of collective bargaining, the drivers who drove tractors owned by lease operators were employees of Midland Superior Express, and not of the lease operators, was on a "collateral," "preliminary," or "jurisdictional" issue.

Mr. Justice McDermid noted that, if the decision of the Board was on a collateral or jurisdictional issue, and if such a decision was based on an error in law, it might be attacked on *certiorari*. He quoted from two decisions of the Supreme Court of Canada in which the question of collateral issues arose. In *Jarvis v. Associated Medical Services Inc.* (L.G. 1964, p. 588), Mr. Justice Cartwright (now Chief Justice) said, "The extent of the Board's jurisdiction is fixed by the statute which creates it and cannot be enlarged by a mistaken view entertained by the Board as to the meaning of that statute." Stating the principle involved, Mr. Justice Fauteux said, *In re Ontario Labour Relations Board, Toronto Newspaper Guild, Local 87 v. Globe Printing Company* (L.G. 1953, p. 1174), that "the authorities are clear that juris-

diction cannot be obtained nor can it be declined as a result of a misinterpretation of the law, and that in both cases the controlling power of superior Courts obtains, notwithstanding the existence in the Act of a no-*certiorari* clause."

In the case at bar, Mr. Justice McDermid said that "where there is a privative [i.e. no-*certiorari*] clause, and the issue decided by the Board is not jurisdictional or collateral, it cannot be attacked on a *certiorari* application, even although it be founded on an error in law." The federal Industrial Relations and Disputes Investigation Act does contain a privative clause that says, in part:

> Sec. 61(1) If in any proceeding before the Board a question arises under this Act as to whether
>
> (a) a person is an employer or employee;
>
> . . . the Board shall decide the question and its decision is final and conclusive for all the purposes of this Act.

Mr. Justice McDermid noted that exactly the same provision, contained in the British Columbia Labour Relations Act, under Sec. 65, had been before the Supreme Court of Canada in *Labour Relations Board et al. v. Traders' Service Limited* (L.G. 1959, p. 58). When the "collateral issue" contention was raised in the *Traders' Service* case, it seemed to the Court that the argument failed at its very beginning. The judgment continued in the following words:

> What is there 'collateral' or outside the main issue in the determination here that a particular person is an employee of a particular employer? The Board is not determining the status of a person at large but with reference to an employer named in the application. That is the very subject matter of the adjudication. The same argument has been put forward and rejected in the cases having to do with employees exercising managerial functions or employed in a confidential capacity. *Bradley v. Canadian General Electric* [L.G. 1957, p. 860] and *Labour Relations Board v. Safeway Ltd.* [L.G. 1953, p. 1170] are decisively against the argument. There is no difference in principal between a determination of the capacity in which a person is employed and a determination of the question of the relation of employer and employee. Neither question is a collateral issue. There are no two issues here before the Board, the first, whether the man is an employer and the second, whether he is the employer of a particular employee. The issue is a single one and entirely within the Board's jurisdiction. It was for the Board and the Board alone to make the finding on the one issue, and this finding is not open to review by the Court.

In the case at bar, Mr. Justice McDermid held, along with Mr. Mr. Justice Riley in the Court below, that the *Traders' Service* case was conclusive for the "collateral issue" question, and, he added, "it matters not whether the Board made an error in law as contended by the company; the judgment is not open to attack by *certiorari*." Mr. Justice Johnson and Mr. Justice Kane, the two other judges on the panel hearing this appeal case, agreed with this conclusion of Mr. Justice McDermid.

Question of Proper Notice

It was contended, on behalf of Midland Superior, that the Canada Labour Relations Board had not given notice to the proper parties, and so its judgment was a nullity because the Board had no jurisdiction to proceed.

The Rules of Procedure of the Canada Labour Relations Board provide in Sections 9 and 10:

> 9(1) Subject to these rules, in any proceedings before it, the Board shall afford an opportunity to all interested parties either to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable in the circumstances.
>
> 9(2) Where any question arises in any proceedings before the Board as to whether a party is an interested party therein the Board shall decide the question and its decision thereon is final and conclusive.
>
> 10(2) Upon the filing of the application for certification the Board shall give notice thereof and send one or more copies of the application to the employer of the employees in the proposed bargaining unit and to any other interested party . . .
>
> 10(4) Within seven days of receipt of the notice and copy of the application, the employer and any other party to whom the notice is sent shall notify the Board that he desires or does not desire, as the case may be, to intervene to contest the application and file his reply thereto . . .
>
> 10(9) Where the Board is of opinion that a hearing on an application is advisable, notice fixing a time and place of the hearing shall be given to the applicant and to the employer and to all other interveners filing replies . . .

Counsel for Midland Superior claimed that the lease operators were interested parties, and that no notice of the application of the union for certification had been given to them.

Mr. Justice McDermid noted that this objection had not been raised before the Canada Labour Relations Board, or before Mr. Justice Riley in the Court below. He did not think that the certification order would affect the lease operators in a legal sense, although the order might affect them in a commercial sense by providing that certain persons are not their employees. If this were not so, then, by the principle *audi alteram partem* (hear the other side), and under the relevant Rules of Procedure, the lease operators would be entitled, on making application for *certiorari,* to have the certification order quashed. "But here," he said, "the application [for *certiorari*] is not made by a lease operator." He continued by asking the question: "Has the company any status to apply to have the order quashed on the grounds, not that the company was not served, but that some other interested party was not served?" Coming to his conclusion, Mr. Justice McDermid said:

> The Company is not in the position of a stranger in respect of the order, but it is so in respect of the lack of notice to the lease operators . . . If the lease operators do not choose to complain about the lack of notice and take no steps to protest against the decision, why should other persons have such a right? . . . I do not think the company can raise the question of lack of service of the notice on the lease operators at this stage in the proceedings.

Mr. Justice Johnson, although not wishing to be taken as disagreeing with this conclusion of Mr. Justice McDermid, said that he would confine his reasons for dismissing the appeal on the notice question to narrower grounds. He found that the lease operators were interested parties within Sec. 10(2) of the CLRB Rules of Procedure, and so were entitled under the rules to receive notice of application for certification. Mr. Justice Johnson noted, however, that the rules in Sec. 10 contemplate two different notices, saying, "Section 10(2) requires that notice of the application be given to the applicant and other 'interested parties'. After a person has intervened in accordance with Section 10(4), he is then entitled to receive notice [10(9)] of the hearing, if one is held."

Neither the CLRB nor Midland Superior returned any information indicating whether or not notice of application for certification had been given to the lease operators. Midland Superior did file an affidavit of Mr. William DeGroot of Calgary, the principal shareholder in one of the lease operations, which stated, in part:

> 5. That while I gave evidence in the Hearing for Certification before the Canada Labour Relations Board, Little Chief Express Limited was never notified of the Hearing and was not represented thereat.
>
> 6. That I know most if not all of the lease operators under contract with Midland Superior Express Limited, and none of these men or companies, to my knowledge, received notice of the said hearing.

Mr. Justice Johnson said that the affidavit of Mr. DeGroot made no mention of notice of the application, but only of notice of the hearing. Unless DeGroot's company had intervened after notice of application, it would not have been entitled to notice of the hearing. Without evidence that DeGroot's company had intervened, the affidavit did not prove that there had been a failure to give notice of the hearing to those who were entitled to receive it. In the absence of evidence, Mr. Justice Johnson did not think the order of *certiorari* should be granted. In explanation, he said:

> Assuming that the Board, having become aware that its jurisdiction to make the order was being questioned, was under a duty to supply the record with evidence as to this notice (and on this point I express no opinion), having regard to the circumstances, I would say that no order should be made. These circumstances include the following: (1) The appellant [Midland Superior] did not complain as to the inadequacy of the return nor apply for a further and better return; (2) The appellant attempted to supply this evidence by filing the affidavit of DeGroot; (3) Other evidence was available from the various tractor operators with whom it had contracts; (4) It entered upon and continued throughout the hearing without raising the point of notice and does so for the first time on the application which is under appeal. In these circumstances, the court ought not to exercise its jurisdiction in favor of the appellant, and the appeal must fail on this point.

Mr. Justice Johnson did add that if, in fact, only Midland Superior Express Limited was served with notice of application, an interesting point might arise as to whether the order made is binding on anyone other than Midland Superior.

The other judge on the panel for the case at bar, Mr. Justice Kane, concurred in the conclusion of Mr. Justice Johnson.

Appeal Dismissed

Both arguments of Midland Superior Express Limited were rejected. The appeal from the refusal of Mr. Justice Riley to grant an order of *certiorari* was accordingly dismissed with costs. *Midland Superior Express Limited v. Truckers, Cartagemen, etc. Local No. 362 et al* (1968) 63 WWR, Part 1, p. 53; (1968) 66 D.L.R. (2d) Part 7, p. 639; 68 CLLC, para. 14,091.

QUEBEC COURT OF QUEEN'S BENCH

On May 10, 1967, the Quebec Court of Queen's Bench dismissed an appeal from a judgment of the Superior Court, and held that, under the provisions of the Quebec Labour Code regarding the quorum, it was not required that an inter-union process be heard by a panel of the Labour Relations Board composed of five members of the Board, but that a decision reached, following the hearing before a panel composed of a chairman and two members of the Board, one representing the employers and the other representing the employees, was valid and not subject to revision by the Superior Court.

Circumstances of Dispute

Local 137 of the United Textile Workers of America and the National Union of Textile of Huntingdon (CNTU) both wanted to be certified as a bargaining agent of certain employees of Cleyn and Tinker Limited. The former applied to the Quebec Labour Relations Board for certification in October, 1965, and the latter in January, 1966. In February, 1966, Local 137 made a revised application asking to be recognized as a bargaining agent of the employees in question by virtue of its certification in 1946 as the representative of the employees of Spinners Limited, a predecessor of Cleyn and Tinker Limited. The Board considered this application before a panel of five members presided over by Mr. Justice Crowe. On May 24, 1966, the Board refused to recognize the validity of the previous certification and ordered a representation vote.

On June 15, the parties and the Board reached an agreement for the holding of a vote on June 29. This agreement also contained a clause prohibiting any propaganda during 36 hours preceding the vote. Local 137 received a majority of votes cast on June 29. But the rival union contested this result, alleging violation by Local 137 of the clause limiting propaganda, and asked the Board that a new vote be ordered. The Board considered the matter on October 4.

The Board was again presided over by Mr. Justice Crowe, assisted by two members, one of whom took part in the earlier hearing. Local 137 objected to the composition of the panel of the Board on the grounds that this was an "inter-union process," as defined by Sec. 108 of the Labour Code, and that it should be heard by five members of the Board, "in accordance with established practice." The Board dismissed this objection and proceeded with the hearing of witnesses as to the alleged violation of the propaganda clause.

On October 11, 1966, the Board cancelled the vote taken on June 29, on the ground of breach of the propaganda agreement, and ordered a new vote to be held within 15 days. The Board also prohibited all propaganda by the parties involved until a new vote was taken.

Local 137 then made a motion to the Superior Court, under Article 846 of the Code of Civil Procedure, to set aside the Board's decision of October 11, and to revise the Board's decision of May 24, to the effect that Local 137 be recognized as the representative of the employees.

On November 9, 1966, Mr. Justice Cousineau, of the Superior Court, dismissed the motion on the ground that Local 137 had failed to establish even a *prima facie* case of excess of jurisdiction. The decision of the Superior Court was appealed by Local 137.

Quorum in Inter-union Process

Rendering the judgment of the Court of Queen's Bench, Mr. Justice Montgomery was of the opinion that the Court need not be concerned with the Board's first decision, rendered on May 24. Local 137 accepted this decision and made the agreement of June 15 for the holding of a vote in accordance with this decision. Further, Local 137 relied upon the result of the vote at the second hearing before the Board.

The attack on the first decision appeared to Mr. Justice Montgomery to be the result of an afterthought; he also noted that Local 137 failed to implead the members of the Board who participated in the first decision but not in the second (Article 847 of the Code of Civil Procedure).

Regarding the second decision of the Board of October 11, 1966, Local 137 attacked it, principally on the ground of the composition of the Board at the time of the hearing that led to this decision. Local 137 alleged that there is a well-established custom that "an inter-union process" should be heard by five members of the Board, at the same time admitting that there is nothing in the Labour Code to require this.

Mr. Justice Montgomery noted that the Quebec Labour Code provides for a chairman and five vice-chairmen. Further he added:

> It is no doubt presumed that they shall be impartial, but the Code recognizes the difficulty of finding persons with experience in labour matters who do not have some bias for labour or for management. It therefore provides for the appointment of eight other members, four to represent the employers and four the employees, such appointments to be made on the recommendation of the 'most representative labour and employers' association'.

With reference to Sec. 105 regarding a quorum of the Board, Mr. Justice Montgomery noted that a quorum consists of three: the chairman, or a vice-chairman, both supposedly impartial, one representative of the employers, and a representative of the employees. The two hearings of the Board mentioned above had complied with this requirement. At the first hearing, however, there were two representatives each of the employers and employees; and at the second hearing, there were only two representatives, one representing the employers and another representing the employees.

Composition of the Panel

Considering that, in Quebec, there are two principal groupings of labour unions, counsel for Local 137 argued that it is desirable that, in an "inter-union process," each of these groupings be represented on the panel when considering this kind of dispute; and that, consequently, it is customary in such a case to have the employees represented by two members rather than one. This practice was applied to the first hearing of the Board, but not to the second. Further, counsel for Local 137 contended that the only member representing the employees at the second hearing was the nominee of the group of unions (CNTU) with which the National Union of Textile of Huntingdon was affiliated. According to counsel for Local 137, this member of the Board could not be unbiased, though his honesty was unquestioned.

According to Mr. Justice Montgomery, this contention might be valid, except for the express provision of Sec. 107 of the Labour Code, which reads:

> When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations, but does not vote.
>
> The foregoing provision shall not apply in the case of an inter-union process, but, in such case, the members representing the employers and the employees shall not vote.

Under the provisions of Sec. 107 in an inter-union process, the members representing the employers and employees do not vote, but merely act as assessors or advisors to the chairman or the vice-chairman.

Mr. Justice Montgomery noted that, in the case at bar, the same person acted as a chairman during both hearings. It seemed to him a matter of secondary importance whether he sat with four assessors or with two, or whether the same individuals attended both hearings.

If the employees' representative at the second hearing had, by reason of his previous affiliation, a bias in favour of the respondent union, this fact was known to the chairman who presumably allowed for it in weighing the advice of the employees' representative. Mr. Justice Montgomery noted also that both decisions of the Board were signed by the same person, who acted as a chairman. The situation might be different if the appellant union were attacking the competence or objectivity of the chairman, but this was not the case.

Quorum Requirements Observed

Mr. Justice Montgomery stated that the legislature could require a special quorum to deal with an inter-union process, but it did not. He also held that the alleged practice of a special quorum in an inter-union process could not have been in existence for very long, because the Labour Code came into effect on September 1, 1964. On the other hand, in *l'Association des employés de Vanity Brassière Co. Ltd. v. La Commission des relations de travail du Quebec and Vanity Brassière Co. Ltd.* (L.G., Jan., p. 41), the Quebec Superior dismissed an application for a writ of *certiorari,* whereby a union challenged a decision of the Board in an inter-union process. In that case also, Mr. Justice Montgomery noted, the hearing had been before a panel composed of three members. In conclusion, Mr. Justice Montgomery held that, in the case at bar, the Board was correct in dismissing the preliminary objections submitted by Local 137.

Violation of Propaganda Agreement

The Court did not consider it had jurisdiction to revise the Board's decision regarding the violation by Local 137 of the agreement regarding propaganda. There was some evidence in this respect, and it was within the discretionary powers of the Board to set aside the result of the vote and order a new vote, even though these violations might not have been particularly serious and perhaps unintentional.

Freedom of Speech

The Board's order prohibiting all propaganda before the taking of a new vote appeared to the Court to be, on the face of it, a limitation upon freedom of speech. Mr. Justice Montgomery noted that the right to make such an order is not expressly provided for in the Labour Code, apart from the general powers of regulation under Articles 115 and 116. He noted, however, that the second vote was ordered to be held within 15 days—which was desirable because of the time that had already elapsed.

This short delay left little time for the parties to reach a new agreement regarding propaganda. In these circumstances, the Board might reasonably have believed that the two unions had made ample opportunity to present their case to the employees. Consequently, the Court held that the Board did not exceed its jurisdiction in prohibiting propaganda.

The Right to Certiorari

The respondent union questioned the right to challenge in court a decision of the Board in view of the privative clause contained in Sec. 121 of the Labour Code, which reads:

> No action under Article 50 of the Code of Civil Procedure or recourse by writ of prohibition, *quo warranto, certiorari,* or injunction shall be exercised against any council of arbitration, court of arbitration, conciliation officer or the Quebec Labour Relations Board, or against any mem-

ber of such bodies, on account of any act, proceeding or decision relating to the exercise of their functions.

This provision was enacted before the new Code of Civil Procedure came into effect containing articles 846 and 847.* Considering that the Court had reached a decision upholding the order of the Board, Mr. Justice Montgomery did not consider it necessary to decide this matter. He questioned, however, whether Sec. 121 of the Labour Code bars the recourse provided by Articles 846 and following of the new Code of Civil Procedure.

Appeal Dismissed

The Court of Appeal, in a unanimous decision, dismissed the appeal and upheld the decisions of the Quebec Labour Relations Board. Considering the lapse of time since the Board's order of October 11, 1966, the Court ordered the matter to be referred back to the Board so that it might, if deemed appropriate, make another order for the holding of the new representation vote.

Les Ouvriers Unis des Textiles d'Amérique, Local 137 v. La Commission des relations de travail du Québec and Others and Cleyn and Tinker Limited, R.J.B.R. (1968), No. 1, p. 41.

* 846. The Superior Court may, at the demand of one of the parties, evoke before judgment a case pending before a court subject to its superintending and reforming power, or revise a judgment already rendered by such court, in the following cases:

1. when there is want or excess of jurisdiction;

2. when the enactment upon which the proceedings have been based or the judgment rendered is null or of no effect;

3. when the proceedings are affected by some gross irregularity, and there is reason to believe that justice has not been, or will not be done;

4. when there has been a violation of the law or an abuse of authority amounting to fraud and of such a nature as to cause a flagrant injustice.

However, in the cases provided in paragraphs 2, 3 and 4 above, the remedy lies only if, in the particular case, the judgments of the court seized with the proceeding are not susceptible of appeal.

847. The motion seeking authorization to exercise the recourse provided in this chapter must be served upon the judge or functionary who was seized of the case, and upon the parties, with a notice of the date and place of presentation.

The judge to whom the motion is presented cannot authorize the issuance of a writ of summons unless he is of the opinion that the facts alleged justify the conclusions sought.

In case of urgency, the judge may, before authorizing the issuance of the writ, order the suspension of all proceedings in the case, but such suspension cannot in any case continue beyond 10 days.

Immigration to Canada In 1967

Immigration to Canada during the Centennial Year 1967 reached a total of 222,876, an increase of 14.4 per cent compared with the total of 194,743 persons in the previous year. During the 100 years since Confederation, Canada has admitted 9,351,777 immigrants. These figures are given by the Department of Manpower and Immigration in a recently issued report, *1967 Immigration Statistics.*

The 1967 total was the highest since the postwar record of 282,164 reached in 1957, and 1967 was the sixth successive year in which there was an increase over the previous year.

During 1967, Canada's labour force was increased by 119,539 as a result of immigration. This represented 53.6 per cent of the total immigrants for the year. Of these workers, 32.5 per cent belonged to the manufacturing, mechanical or construction trades; 28.3 per cent were classed as professional or managerial; 16.7 per cent as being in the clerical, commercial or financial occupations; 9 per cent in service occupations; 7.3 per cent as labourers; and 2.7 per cent as farm workers.

The non-workers, which included wives, children and others, made up the other 46.4 per cent of the total, numbering 103,337.

Britain and Italy continued to lead as countries of former residence, although there was a slight decrease in the number of persons from these countries compared with 1966. Immigrants from Britain totalled 62,420 and those from Italy, 30,055. The numbers arriving from some of the other countries were: United States, 19,038; Germany, 11,779; Greece, 10,650; France, 10,122; and Portugal, 9,500. Immigration from France has almost doubled in the past two years to become the highest number of immigrants in any one year since statistics by country of former residence began to be kept in 1940.

Immigration from Central America and the Caribbean more than doubled in 1967 compared with the previous year, and there was an increase of about 50 per cent in the number of Asian immigrants. There was a somewhat smaller increase in the number from Africa.

Ontario and Quebec continued to receive the bulk of the immigrants. Ontario got 116,850, or 52.6 per cent; Quebec 45,717, or 20.5 per cent; followed by British Columbia with 12.2 per cent; the three Prairie Provinces, with 12.6 per cent; and the Atlantic Provinces with 2.1 per cent.

The report pointed out that the new immigration regulations that came into effect on October 1, 1967 were "universally applicable and completely non-discriminatory." It added, "Since a prospective immigrant's racial origin has no bearing in determining his admissibility to Canada, all references to this subject have been removed from all immigration documents. There is, therefore, now no way available to the Immigration Division to compile data on the ethnic origin of immigrants."

Insurance Registrations And Other UIC Statistics

On February 29, 1968, insurance books or contribution cards had been issued to 5,134,079 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 393,674, a decrease of 81 since January 31.

During February, there were 11,168 investigations conducted by enforcement officers across Canada. Of these 8,656 were spot checks of claims to verify the fulfilment of statutory conditions, and 849 were miscellaneous investigations. The remaining 1,663 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 321 cases, 130 against employers and 191 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 505.*

Revenue received by the Unemployment Insurance Fund in February totalled $31,775,305.25 compared with $37,436,649.13 in January and $32,967,532.32 in February 1967.

Benefits paid in February totalled $59,548,128.21 compared with $50,764,705.33 in January and $43,530,943.67 in February 1967.

The balance in the Fund on February 29 was $328,508,325.91 compared with $356,313,090.13 on January 31 and $273,465,842.69 on February 28, 1967.

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Report — February

Claimants for unemployment insurance benefit, both regular and seasonal, numbered 659,500 on February 29. This was 26,000, or 4 per cent, more than the January 31 count of 633,300. An increase of 32,000 in the number of seasonal benefit claimants was partially offset by a decrease of 6,000 in claimants for regular benefit.

The increase of 108,000 more than the February 28, 1967 count of 551,800 was accounted for by 80,000 regular and 28,000 seasonal benefit claimants.

At the end of February, more than two thirds of the claimants had been on claim for more than four weeks; more than 70 per cent of these were males.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Initial and Renewal Claims

During February, a total of 198,000 initial and renewal claims were filed in local offices across Canada. This was one third fewer than the 296,000 filed in January, and one sixth more than the 170,000 filed in February 1967. Eighty per cent of the claims filed in February represented new cases of recorded unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 558,200 during February, 380,900 in January 1968 and 420,400 in February 1967. Benefit payments for the three months under consideration were $59.5 million, $50.8 million and $43.5 million. Average weekly payments were $26.67 for February, $26.66 for January and $25.89 for February 1967.

Provincial Data

With the exception of Manitoba, increases over January 31 in the month-end claimant count occurred in all provinces. The number of males decreased slightly in Manitoba and British Columbia. There was a numerically small but proportionately large decrease among females in Prince Edward Island.

Increases over February 28, 1967 occurred in all provinces. Rates of increase in the Atlantic provinces were considerably lower than the general rate of 20 per cent.

Summary Table

Activity	*Feb. 1968*	*Jan. 1968*	*Feb. 1967*	*Cumulative Data 1968*	
				January to February	*12 months ending February*
			(in thousands)		
Insured population as at month-end	—	486†	4,697	—	—
Initial and renewal claims filed					
Total	198	296	170†	494†	1,887
Initial	151	228	128	379	1,386
Renewal	47	68	41	114	501
Claimants currently reporting to local offices	659	633	552†	646*	385*
Regular benefit	509	515	429	—	—
Seasonal benefits	150	118	122	—	—
Fishing	24	22	24	—	—
Beneficiaries (weekly average)	558	381	420	470*	282*
Weeks compensated	2,233	1,905	1,681	4,137	14,714
Benefit paid	$59,548	$50,765	$43,531	$110,313	$378,045
Average weekly benefit	$ 26.67	$ 26.66	$ 25.89	$ 26.66	$ 25.69

*Monthly average.
†Discrepancy between totals and subtotals is due to rounding.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Price Indexes

Continued from page 404

In the clothing and footwear group, there were rises in the average levels of prices for many articles of clothing and footwear, and the index for the group rose by nearly 0.5 per cent to 112.3, compared with 111.9 in January.

The index for the transport and vehicles group rose by nearly 0.5 per cent to 114.4, compared with 113.9 in January, as a result of increases in passenger fares in some areas, and in charges for the repair and maintenance of motor vehicles.

Mainly as a result of increases in the prices of some newspapers and periodicals, the miscellaneous goods group index rose by about 1 per cent.

In the services group, the index rose by 1 per cent to 129.3, compared with 128.0 in January, mainly as a result of an increase in charges for dry cleaning.

There was little change in the general level of prices in the remaining five groups.

Decisions of the Umpire
Under the Unemployment Insurance Act

CUB 2741

A claimant filed an initial application for benefit on April 9, 1964 and registered for work as a polisher. During the previous six years, he had been employed as a superior at a salary of $100 a week.

The claimant left his job on the advice of his doctor, because he was allergic to the oils used at the plant. He made a statutory declaration to the Unemployment Insurance Commission on December 7, stating that he was willing to work as a furniture salesman, paint shop salesman or parking lot attendant, for a salary of not less than $65 a week. The claimant's benefit period expired on April 3, 1965, and a new initial claim was allowed as seasonal benefit.

Real Estate Salesman

During the course of a spot check investigation, an enforcement officer was informed by the claimant's daughter-in-law that the claimant was learning the real estate business from a real estate broker. The claimant had not reported any earnings or other employment on his weekly reports between April 1964 and April 1965. He then stated that he was going to sell real estate full time, beginning on May 3, 1965.

The claimant's employer submitted a record of gross daily earnings for the period August 1, 1964 to June 30, 1965, showing that he had received a gross salary of $3,000 during this time.

The insurance officer notified the claimant that, in his declarations covering the period May 3, 1964 to April 25, 1965, "you stated that you did not work the full working week and that you had no particulars of self-employment to report, whereas you were employed as a real estate salesman." A disqualification for $216 was therefore imposed.

In error, the claimant had been notified that he was disqualified because he was self-employed as a real estate salesman. The insurance officer corrected this oversight in a following letter, notifying the claimant that he was disqualified from receiving benefit:

1. From May 6 to May 9, 1964, because he had failed to prove that he was available for work, as he was a real estate salesman, and in a position to control his own working hours; and

2. from May 10, 1964, because he had failed to prove that he was unemployed.

The result was that the claimant had received overpayments of $1,752.

Board of Referees

The claimant appealed to the board of referees on January 13, 1967. The board provided a statement of facts in which it noted that:

- the claimant made daily trips to the National Employment Service Offices to check the lists showing work available during the period that he was on claim;
- the claimant had been referred to a job with a construction company, but did not accept it because of the dusty working conditions that would have aggravated the emphysema from which he suffered;
- a questionnaire sent to the real estate broker to query the claimant's availability and unemployed status, elicited the response that the claimant was under doctor's care, that he worked only part time, and that, between May 1964 and April 1965, he had earned a gross commission of $1,883, excluding expenses, which amounted to approximately $400; and
- he was registered as a real estate salesman by the Registration and Examination Branch of the Department of the Attorney General, Province of Ontario on May 6, 1964.

Statement and Conclusions

The board noted that the claimant had stated the following:

- he would be willing to give up his licence to sell real estate if he could find suitable work;
- he could not take a job as a polisher for health reasons;
- he had decided to continue to sell real estate on a more active basis in the spring of 1965, when sales became more plentiful; and
- he did not show earnings on his weekly reports because he thought that he would be allowed to make approximately $1,500 and still receive unemployment insurance benefits, as he needed the money to pay off his debts.

In its conclusions after the hearing, the board upheld the decision of the insurance officer to disqualify the claimant. The board suggested that the claimant could not seek out or accept employment in any other capacity unless he gave up his real estate licence. The board found further that the claimant had made statements in connection with his claim for benefits that he knew to be false or misleading. The board therefore dismissed the claimant's appeal.

Appeal to the Umpire

The claimant submitted an appeal to the Umpire, in which he argued that he was free to accept any suitable employment offered to him, although he possessed a licence to sell real estate. In connection with this statement, a regional claims officer found out that an applicant for a real estate salesman's licence is turned down if he accepts other employment. "There is no objection on the part of the Real Estate Branch to any holder of a real estate licence seeking other employment while in possession of a salesman's licence. He must, however, notify the Real Estate Branch of the Department of Insurance within five days of actually commencing other employment and his licence is withdrawn," the Branch told the regional claims officer.

Considerations and Conclusions

In rendering his decision on the appeal hearing, the Umpire stated he was satisfied that, even though the board of references may have attached too much importance to the question of whether the claimant could "seek out or accept employment in any other capacity unless he gave up his licence," the facts, as proved, amply supported the unanimous findings and conclusions of the board.

According to established jurisprudence, said the Umpire, when a claimant has omitted to declare his employment at the proper time, and more particularly when, as in this case, he had done so deliberately "because I was deep in debt and wanted to continue to receive unemployment insurance benefits," his omission tends to weaken the credibility of his statements about the extent of his activities.

The Umpire decided that the determining factor was the extent of the claimant's activities, and not his availability for other employment. The appeal was therefore disallowed.

Publications Received in the Department of Labour Library

List No. 232

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Eleventh Annual Report, Year ended 13 August 1967.* Canberra, Commonwealth Government Printer, 1967. Pp. 20.

2. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1967.* Victoria, Queen's Printer, 1968. Pp. 113.

3. BRITISH PRODUCTIVITY COUNCIL. *Chairman's Report, 1966-67.* London, 1967. Pp. 16.

4. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Fifteenth Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1967.* Ottawa, 1967. Pp. 18.

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1967.* 56th Edition. Ottawa, Queen's Printer, 1967. Pp. 108.

CANADA. MINISTERE DU TRAVAIL DU CANADA. DIRECTION DE L'ECONOMIQUE ET DES RECHERCHES. *Organisations de travailleurs au Canada, 1967.* 56e édition. Ottawa, Imprimeur de la Reine, 1967. Pp. 112.

6. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1966.* Ottawa, Queen's Printer, 1968.

7. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. *Annual Report for Fiscal Year, 1966-1967.* Ottawa, 1968. Pp. [82].

CANADA. MINISTERE DE LA MAIN-D'ŒUVRE ET DE L'IMMIGRATION. *Rapport annuel pour l'année financière, 1966-1967.* Ottawa, 1968. Pp. 78.

8. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report for Year ending March 31, 1967.* Fredericton, 1968. Pp. 91.

9. ONTARIO. DEPARTMENT OF LABOUR. *Forty-eighth Annual Report, April 1, 1966/March 31, 1967.* Toronto [1968?] Pp. 69.

10. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Statistical Report, 1966.* Toronto, Queen's Printer, 1967. Pp. 100.

Arbitration, Industrial

11. GREAT BRITAIN. COURT OF INQUIRY INTO A DISPUTE BETWEEN THE BRITISH RAILWAYS BOARD AND THE NATIONAL UNION OF RAILWAYMEN CONCERNING GUARDS AND SHUNTERS. *Report.* London, HMSO, 1967. Pp. [40].

At head of title: Industrial Courts Act, 1919.

Professor D. J. Robertson, commissioner.

The dispute under investigation concerned "the duties which a railroad guard has to perform under conditions of single-manning and the remuneration he should receive for this work". The term "single-manning" refers to a situation where there is no fireman on the train.

12. VOGEL-POLSKY, E. *La conciliation des conflits collectifs du travail en Belgique, droit et pratique.* Gembloux [Belgique], Editions J. Duculot, 1966. Pp. 215.

Centre interuniversitaire belge de droit social. [Etudes]

Automation

13. BARNETT, CECIL C. *The Future of the Computer Utility.* Authors: C.C. Barnett, Jr. [and others] New York, American Management Association, 1967. Pp. 158.

"This book was originally prepared as a research report submitted in partial fulfillment of the requirements for the Manufacturing Course at the Harvard University Graduate School of Business Administration." Contents: What is a computer utility? Important trends in data processing. Fundamentals of time-sharing and data communications. Availability of utility requirements. Current computer utility offerings. The long-range potential of the computer utility concept. The practicability of the computer utility. The problem of regulation. The influence of the interested parties. The future of the utility concept. Impact on the businessman.

14. ROSS, DAVID PHILLIPS. *The Economics of Privately Negotiated Technological Change Provisions. A Paper prepared for the Twentieth Annual Winter Meeting of the Industrial Relations Research Association, Washington, D.C., December 28-29, 1967.* Ottawa, Canada Department of Labour, 1967. Pp. 18.

Business

15. deHOUGHTON, CHARLES. *Cross-Channel Collaboration; a Study of Agreements between British and Continental Firms.* London, PEP [n.d., 1967?] Pp. [64].

This report is based on 74 interviews with senior British business executives and covers 110 "collaboration agreements" between British and Continental European firms. A "collaboration agreement" is any "arrangement between two or more companies of different nationality that entails acts of

co-operation". Business co-operation could include a licensing arrangement, a reciprocal sales arrangement, exchange of technical know-how, joint financial participation, the formation of joint subsidiaries, etc.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Antitrust Issues in restricting Sales Territories and Outlets (the Schwinn Decision)*, by Betty Bock. New York, 1967. Pp. 44.

This study explains the background of a decision handed down by the U.S. Supreme Court in June 1967 in the case of U.S. v. Arnold, Schwinn & Co. and it suggests some possible effects of the decision. "The Schwinn Case, for the first time, raises the basic question of whether there is any difference, for antitrust purposes, between the amount of control a manufacturer, or other brand name owner, can exercise over the distribution of his product if he *sells* outright, as against the control he can exercise if he *does not sell*, but uses distributors or dealers as representatives."

Collective Bargaining

17. DEMARET, MADELEINE. *Les accords collectifs du travail dans quelques secteurs professionnels.* Préface de Simone David-Constant. Gembloux [Belgique], Editions J. Duculot, 1966. Pp. 230.

Centre interuniversitaire belge de droit social. [Etudes].

18. MUNTS, RAYMOND. *Bargaining for Health; Labor Unions, Health Insurance, and Medical Care.* Madison, University of Wisconsin Press, 1967. Pp. viii, 320.

An examination of the accomplishments and failures in union bargaining on health insurance from the 1940's to the 1960's.

Conferences

19. CANADIAN LABOUR CONGRESS. [*Report of the Proceedings of the*] *6th Constitutional Convention, Winnipeg, Man., April 25* [*to*] *29, 1966.* Ottawa, 1967. Pp. 153.

CONGRES DU TRAVAIL DU CANADA. *Compte rendu des délibérations, 6e assemblée biennale, Winnipeg, Man., 25-29 avril, 1966.* Ottawa, 1967. Pp. 187.

20. LABOUR PARTY (GREAT BRITAIN). *Report of the 66th Annual Conference, Scarborough, October 2-6, 1967.* London, 1967. Pp. 383.

21. TRADES UNION CONGRESS. *Report of 99th Annual Trades Union Congress held in Brighton, September 4th to 8th, 1967.* London, 1967. Pp. 687.

Economic Conditions

22. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. 11th, 1966. *The Vernon Report.* Adelaide, E. J. McAlister & Co. Pty. ltd., 1967. Pp. 67.

Contains five papers dealing with the Report of the Australia Committee of Economic Enquiry, vols. 1 and 2, 1965-1966.

Contents: Growth, inflation and the balance of payments, by J. W. Nevile. Wage policy, costs and prices, by E. A. Russell. Tariff policy, by B. L. Bentick. Foreign investment and the balance of payments, by G. G. Moffatt. Policies for growth, by J. W. Nevile.

23. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Tenth General Report on the Activities of the Community, 1 April 1966-31 March 1967.* Brussels, 1967. Pp. 396.

COMMUNAUTE ECONOMIQUE EUROPEENNE. COMMISSION. *Dixième rapport général sur l'activité de la Communauté, 1er avril 1966-31 mars 1967.* Bruxelles, 1967. Pp. 430.

24. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1966. Part 1. Implementation of Development Plans: Problems and Experience. Part 2. Current Economic Developments.* New York, United Nations, 1967. Pp. 181.

Employment Management

25. DICKSON, WILLIAM JOHN. *Counseling in an Organization; a Sequel to the Hawthorne Researches* [by] William J. Dickson [and] F. J. Roethlisberger. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1966.

A study based on the counseling program of Western Electric Company at its Hawthorne plant in Chicago.

See the authors' *Management and the worker* which described the original Hawthorne researches.

The Western Electric Company in Chicago at its Hawthorne Plant set up a program called "personnel counseling" which lasted from 1936 to 1956 when it was discontinued. This book evaluates the program.

26. GOLEBIOWSKI, M. A. *The Attraction and Retention of Management Personnel.* Vancouver, Commercial and Industrial Research Foundation, 1967. Pp. [34].

This study concerns professional workers who have gone to the U.S. and discusses some of the reasons for their going.

Industrial Relations

27. CANADA. TASK FORCE ON LABOUR RELATIONS. *Progress Report.* December 1967. Ottawa, Queen's Printer, 1968. Pp. 71.

Appendix B. Research programme: p. 43-58.

English and French, the latter inverted and with special title page.

Members of the Task Force are H. D. Woods, chairman, and A. W. R. Carrothers, Abbé Gérard Dion, and J. H. G. Crispo.

The terms of reference of the Task Force set forth in a letter from the Prime Minister to the Chairman were '. . . to examine industrial relations in Canada and to make recommendations to the Government with respect to public policy and labour legislation and on such other matters as it considers relevant to the public interest in industrial relations in Canada . . . .'

This progress report describes the activities of the Task Force in 1967 and outlines the major issues that it currently sees.

28. CANADA. EQUIPE SPECIALISEE EN RELATIONS DE TRAVAIL. *Etat des travaux.* Décembre 1967. Ottawa, Imprimeur de la Reine, 1968. Pp. 77.

Annexe B. Programme de recherches: p. 43-62.

Texte en français et en anglais, le dernier renversé, avec une page de titre séparée.

Membres: H. D. Woods, président, A. W. R. Carrothers, l'Abbé Gérard Dion, et J. H. G. Crispo.

Labour Organisation

29. MEYNAUD, JEAN. *Trade Unionism in Africa: a Study of its Growth and Orientation* [by] Jean Meynaud

& Anisse Salah Bey; translated [from the French] by Angela Branch. London, Methuen, 1967. Pp. [7], 242.

Originally published as *Le syndicalisme Africain,* Payot, 1963.

A study of African trade unionism from its beginnings to the middle of 1965.

30. RENSHAW, PATRICK. *The Wobblies; the Story of Syndicalism in the United States.* [1st ed.] Garden City, N.Y., Doubleday, 1967. Pp. 312.

A history of the radical trade union, the Industrial Workers of the World.

Labouring Classes

31. CANADA. DEPARTMENT OF LABOUR. *The Canada Labour (Safety) Code.* Ottawa, Queen's Printer, 1967. 1v. (unpaged).

Text of Canada Labour (Safety) Code and its Regulations attached to inside back cover.

Title in French: Le code canadien du travail (sécurité).

Explains the Canada Labour (Safety) Code, which became law in December 1966. The act is titled, "An act respecting the prevention of employment injury in federal works, undertakings and businesses."

CANADA. MINISTERE DU TRAVAIL. *Le code canadien du travail (sécurité).* Ottawa, Imprimeur de la Reine, 1967. 1v. (non-paginé).

«Pour obtenir de plus amples détails et prendre connaissance des dispositions particulières, on voudra bien se reporter à l'exemplaire du Code de sécurité qui se trouve à l'intérieur de la dernière page de la couverture.»

32. DERBER, MILTON. *Research in Labor Problems in the United States.* New York, Random House, 1967. Pp. 184.

Contents: The domain of labour problems research. Origins in reformism. Research as an instrument of administration. Toward the development of a science. Expanding knowledge and current gaps. Methodological problems. Prospects for the future. Appendix: Outline of an introductory research course.

33. FISHER, BERENICE MALKA. *Industrial Education, American Ideals and Institutions.* Madison, University of Wisconsin Press, 1967. Pp. 267.

Provides a general picture of industrial education in the U.S. As well, the book deals with industrial education in two areas, the southern U.S. and a city in southern California.

34. INTERNATIONAL UNION, ALLIED INDUSTRIAL WORKERS OF AMERICA. *Work Measurement, a Guide for Local Union Bargaining Committees and Stewards.* Milwaukee, 1967. Pp. 90.

This pamphlet argues that work measurement and work standards "are a proper subject of collective bargaining" after describing how these processes operate.

35. LORWIN, VAL ROGIN, ed. *Labor and Working Conditions in Modern Europe.* New York, Macmillan, 1967. Pp. vii, 152.

Contents: Serfs in the Urals iron foundries in the eighteenth century [by] Roger Portal. The making of the English working class [by] E. P. Thompson. From Paris to the company town: the communities in which workers lived [by] Georges Duveau. Working-class politics and economic development in Western Europe [by] Val. R. Lorwin. Russian peasants in the factory [by] Theodore H. Von Laue. Industrial workers and their employers in Norway around 1900 [by] Edward Bull. The pit: inside a coal mine in wartime [by] Mark Benney. The evolution of foremanship at the Renault Plant [by] Alain Touraine. The impact of automation: wages and hours, safety and health, and job satisfaction [by the] Director-General of the International Labour Organization.

36. U.S. BUREAU OF LABOR STANDARDS. *The Processing of Workmen's Compensation Cases,* by Monroe Berkowitz, Bureau of Economic Research, Rutgers—the State University, New Brunswick, N.J. Washington, GPO, 1967. Pp. 196.

Contents: Introduction. The reporting of industrial injuries. The uncontested case. Contested case procedures. Compromise and release settlements. Rehabilitation procedures in processing cases.

Management

37. DRUCKER, PETER FERDINAND. *The Effective Executive.* [1st ed.] New York, Harper & Row [1967]. Pp. viii, 178.

The author states that there are five practices that make an effective executive: 1. recording where the time goes; 2. focusing on his contribution to the firm; 3. making strength productive; 4. doing first things first and doing one thing at a time; 5. making effective decisions. The author maintains that "the executive's job is to be effective; and effectiveness can be learned."

38. INTERNATIONAL LABOUR ORGANISATION. *National Management Development Centre, Poland.* Geneva, 1966. Pp. 71.

"Report prepared for the Government of Poland by the International Labour Organization acting as executing agency for the Special Fund Sector of the United Nations Development Programme."

An account of the National Management Development Centre, located on the outskirts of Warsaw. Some of the Subjects taught at the Centre are work study, personnel policy, office management, ergonomics, maintenance, materials control, foremen development, workplan economics, training methods, industrial design, network analysis and the problems of management.

Municipal Government

39. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Financing Local Government,* by Juan de Terres. New York, 1967. Pp. 146.

Examines principal local revenue sources such as property taxes, nonproperty taxes, service charges, state and federal grants-in-aid.

40. PLUNKETT, THOMAS J. *Urban Canada and its Government: a Study of Municipal Organization.* Toronto, Macmillan, 1968. Pp. 178.

This is a substantially revised and updated version of the author's earlier work, *Municipal organization in Canada,* published in 1955.

Partial contents: Municipal government: its role and purpose. The Council-Committee system of municipal government. The Council-manager system of municipal government. Other forms of municipal government. The problem of boards, commissions, and special-purpose authorities. Municipal organization: a summing up. Metropolitan government: the Canadian experience. The requirements of metropolitan reorganization. Seven appendixes describe the municipal ad-

ministration setup in Winnipeg, Sarnia, Halifax, Calgary, Vancouver, Toronto, and Montreal.

Negroes

41. FICHTER, JOSEPH HENRY. *Graduates of Predominantly Negro Colleges, Class of 1964.* Washington, GPO, 1967. Pp. 262.

"Prepared for the National Institute of Health under Contract PH 43-63-1173, with joint sponsorship by the U.S. Department of Labor and National Science Foundation."

Contents: Childhood experiences. Getting ready for college. Poverty and life chance. Talented Negro women. Segregated colleges. Plans for employment. Race and job opportunities. Plans for postgraduate training. The movement for civil rights.

42. MARSHALL, F. RAY. *The Negro and Apprenticeship,* by F. Ray Marshall and Vernon M. Briggs, Jr. Baltimore, Johns Hopkins Press [1967]. Pp. x, 283.

"Based on a report prepared under a contract with the Office of Manpower Policy, Evaluation and Research, U.S. Department of Labor." See *Negroes in apprenticeship,* the Office's Manpower/automation research monograph no. 6, published in 1967.

An evaluation of apprenticeship training in the United States is followed by an examination of Negro participation in apprenticeship training in the U.S. in general, and in nine specific areas in the U.S. in particular.

Taxation

43. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Twentieth Tax Conference convened . . . at . . . Montreal, November 27, 28, 29, 1967.* Toronto, 1968. Pp. 485.

44. JACOBY, NEIL HERMAN. *Canada's Tax Structure and Economic Goals; a Critique of the Report of the Royal Commission on Taxation.* Toronto, Faculty of Administrative Studies, York University, 1967. Pp. 44.

A consideration of the effect on Canadian economic goals if the recommendations of the Royal Commission on Taxation were implemented.

Wages and Hours

45. BRITISH COLUMBIA. DEPARTMENT OF INDUSTRIAL DEVELOPMENT, TRADE AND COMMERCE. *British Columbia Salary and Wage Rate Survey; a Study of Salary and Wage Rates for Selected Occupations and Industries in British Columbia as of September, 1967.* Victoria, 1968. Pp. 14.

46. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Negotiated Wage Rates in Ontario Hospitals (Selected Occupations).* Toronto, 1967. Pp. 101.

47. SHEAHAN, JOHN. *The Wage-Price Guideposts.* Washington, Brookings Institution, c1967. Pp. 219.

Assesses the effect of the wage-price guideposts which were contained in the January 1962 annual report of the U.S. Council of Economic Advisers.

Miscellaneous

48. BADGLEY, ROBIN FRANCIS. *Doctors' Strike: Medical Care and Conflict in Saskatchewan* [by] Robin F. Badgley and Samuel Wolfe. Toronto, Macmillan of Canada, 1967. Pp. xiii, 201.

An account of the 23-day medicare dispute in Saskatchewan in 1962, giving the background of the conflict. In 1962, Mr. Badgley was on the staff of the University of Saskatchewan and Dr. Wolfe was a member of the Medical Care Insurance Commission.

49. BUNYAN, JAMES. *The Origin of Forced Labor in the Soviet State, 1917-1921; Documents and Materials.* Baltimore, Published in cooperation with the Hoover Institution on War, Revolution and Peace, Stanford, California [by] the Johns Hopkins Press, 1967. Pp. xi, 276.

A translation in English of Russian materials showing the evolution of Soviet policies toward labour during the first years of Communist rule in Russia.

50. FRANCE. DIRECTION DE LA DOCUMENTATION. *Social Welfare in France.* Paris, La Documentation française, 1966. Pp. 984.

At head of title: Le Monde contemporain.

"The present work is an up to date translation of the 1963 French edition of *'Les institutions sociales de la France'* prepared under the direction of Pierre Laroque . . . ."

Describes the "main elements of French social welfare legislation and institutions as they stand at the end of 1964."

51. GREAT BRITAIN. TRIBUNAL APPOINTED TO INQUIRE INTO THE CAUSES OF THE ACCIDENT OF THE DRILLING RIG *SEA GEM* AND OTHER MATTERS IN CONNECTION THEREWITH. *Report.* London, HMSO, 1967. Pp. 27, [1].

John Roland Adams, chairman.

At head of title: Ministry of Power.

An offshore self-elevating barge, the *Sea Gem,* on December 27th, 1965 collapsed, capsized and sank, killing thirteen men. This is the official enquiry report into the accident.

52. MELONE, JOSEPH J. *Pension Planning: Pensions, Profit Sharing, and Other Deferred Compensation Plans* [by] Joseph J. Melone [and] Everett T. Allen, Jr. Homewood, Ill., R. D. Irwin, 1966. Pp. xii, 404.

53. RESNICOFF, SAMUEL. *Protecting Your Rights in Civil Service.* New York, Exposition Press, 1967. Pp. 158.

This book advises Federal, state and local civil service employees in the U.S. of their rights, benefits and privileges. The author, a lawyer specializing in the law as it concerns civil servants quotes from statutes, rules, and court decisions.

54. SHELDON, FRANK MICHAEL. *The Personnel Man.* Toronto, McClelland and Stewart, 1966. Pp. 173.

A novel about a personnel executive in a communications company in Montreal.

55. WONNACOTT, RONALD JOHNSTON. *Free Trade between the United States and Canada, the Potential Economic Effects* [by] Ronald J. Wonnacott and Paul Wonnacott. Cambridge, Harvard University Press, 1967. Pp. xx, 430.

Partial contents: Wage costs. Market proximity. Market transportation costs. Agglomeration and external economics. Proximity to resources. Proximity to manufactured supplies. Capital costs. Federal taxes. A summary of location pressures in a free trade area. The process of adjustment to free trade. Protection and the present structure of industry costs: introduction. The automobile industry. Other industry studies. The incidence of tariffs when there are economies of market size. Timing and adjustment assistance. The degree of economic integration. Conclusions.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	April 20	7,712	+ 1.4	+ 3.0
Employed	April 20	7,276	+ 2.2	+ 2.1
Apriculture	April 20	533	+15.4	+ 5.8
Non-agriculture	April 20	6,743	+ 1.3	+ 1.8
Paid workers	April 20	6,231	+ 1.6	+ 2.1
At work 35 hours or more	April 20	5,589	− 1.8	− 6.0
At work less than 35 hours	April 20	1,365	+28.5	+39.9
Employed but not at work	April 20	322	−11.8	+56.3
Unemployed	April 20	436	−10.7	+19.5
Atlantic	April 20	63	− 3.1	+ 5.0
Quebec	April 20	175	− 7.4	+33.6
Ontario	April 20	107	−19.6	+ 7.0
Prairie	April 20	40	−20.0	+21.2
Pacific	April 20	51	0.0	+24.4
Without work and seeking work	April 20	403	− 8.6	+20.7
On temporary layoff up to 30 days	April 20	33	−29.8	+ 6.5
INDUSTRIAL EMPLOYMENT (1961 = 100)	January	118.6	− 1.6	− 0.3
Manufacturing employment (1961 = 100)	January	119.8	0.0	− 1.9
IMMIGRATION	Year 1967	222,876	—	+14.4
Destined to the labour force	Year 1967	119,539	—	+20.5
STRIKES AND LOCKOUTS				
Strickes and lockouts	April	86	+ 3.6	+14.7
No. of workers involved	April	41,751	+ 1.1	+137.5
Duration in man days	April	324,790	−52.4	+114.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	January	$105.70	+ 3.1	+ 6.2
Average hourly earnings (mfg.)	January	$ 2.49	− 0.4	+ 6.9
Average hours worked per week (mfg.)	January	39.9	+ 3.1	− 0.5
Average weekly wages (mfg.)	January	$ 99.34	+ 2.6	+ 6.5
Consumer price index (1949 = 100)	April	154.1	+ 0.6	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)	January	112.9	+ 2.5	+ 1.9
Total labour income (thousands of dollars)	January	2,718	+ 0.3	+ 7.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	February	287.7	+ 2.5	+ 2.3
Manufacturing	February	246.9	+ 2.5	+ 0.2
Durables	February	245.1	− 2.6	− 3.1
Non-durables	February	248.4	+ 7.1	+ 3.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts	March	8,737	+32.6	+62.6
Completions	March	8,483	−12.4	+ 3.5
Under construction	March	78,892	+ 0.3	+27.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Injuries

A—Labour Force

TABLE A-1 — Regional Distribution, Week Ended April 20, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,712	616	2,188	2,848	1,286	774
Men	5,322	436	1,519	1,936	895	536
Women	2,390	180	669	912	391	238
14-19 years	740	66	218	235	145	76
20-24 years	1,114	109	367	366	176	96
25-44 years	3,317	232	954	1,272	521	338
45-64 years	2,324	190	596	891	404	243
65 years and over	217	19	53	84	40	21
EMPLOYED	7,276	553	2,013	2,741	1,246	723
Men	4,967	381	1,371	1,858	862	495
Women	2,309	172	642	883	384	228
Agriculture	533	26	118	132	233	24
Non-agriculture	6,743	527	1,895	2,609	1,013	699
Paid workers	6,231	478	1,735	2,437	945	636
Men	4,120	323	1,156	1,612	601	428
Women	2,111	155	579	825	344	208
UNEMPLOYED	436	63	175	107	40	51
Men	355	55	148	78	33	41
Women	81	*	27	29	*	10
PERSONS NOT IN LABOUR FORCE	6,472	713	1,896	2,201	1,025	637
Men	1,707	222	495	554	271	165
Women	4,765	491	1,401	1,647	754	472

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2 — Age, Sex and Marital Status, Week Ended April 20, 1968

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,184	2,352	4,011	1,128	4,140	1,058	1,495
LABOUR FORCE	7,712	740	3,828	908	1,288	731	217
Employed	7,276	661	3,648	799	1,256	705	207
Unemployed	436	79	180	109	32	26	10
NOT IN LABOUR FORCE	6,472	1,612	183	220	2,852	327	1,278
PARTICIPATION RATE†							
1968—April 20	54.4	31.5	95.4	80.5	31.1	69.1	14.5
March 23	53.8	30.1	95.1	79.4	30.5	69.6	13.8
UNEMPLOYMENT RATE‡							
1968—April 20	5.7	10.7	4.7	12.0	2.5	3.6	4.6
March 23	6.4	11.9	5.6	13.3	2.4	3.8	6.3

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3 — Unemployed, Week Ended April 20, 1968

	April 1968	March 1968	April 1967
	(in thousands)		
TOTAL UNEMPLOYED	436	488	365
On temporary layoff up to 30 days	33	47	31
Without work and seeking work	403	441	334
Seeking			
Full-time work	387	423	320
Part-time work	16	18	14
Under 1 month	87	90	93
1-3 months	140	189	121
4-6 months	119	114	85
More than 6 months	57	48	35

SOURCE: Labour Force Survey, DBS.

TABLE B-1 — Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals**
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	123.9	2,521.2
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	140.3	2,543.1
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	142.3	2,579.8
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	145.0	2,624.1
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	142.0	2,687.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	146.2	2,772.1
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	148.7	2,757.9
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	147.5	2,788.0
September	68.7	739.8	243.2	43.5	238.1	50.1	386.8	890.3	140.9	2,830.0
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	142.8	2,812.0
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	137.4	2,795.3
December*	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*	70.7	722.2	243.3	29.3	181.2	49.5	386.9	886.2	134.9	2,717.7
February†	70.8	714.9	234.4	30.8	179.9	49.3	385.8	898.4	144.3	2,722.3
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	135.8	2,617.5
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	136.7	2,623.2
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	137.8	2,651.9
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	138.6	2,671.3
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	139.3	2,676.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	140.2	2,696.4
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	141.3	2,713.5
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	142.2	2,734.7
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	142.9	2,751.3
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	143.4	2,745.7
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	144.8	2,770.2
December*	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*	70.8	739.2	242.3	33.7	209.1	50.2	394.7	900.2	142.2	2,804.3
February†	70.5	727.4	241.2	33.7	211.5	50.4	396.0	908.5	144.7	2,806.4

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1968, employers in the principal non-agricultural industries reported a total employment of 3,492,544. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statisics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1 — Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December*	120.5	131.1	102.49	119.8	132.1	107.83
1968—January†	118.6	135.1	105.70	119.8	134.9	110.03

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2 — Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Jan. 1968	*Dec. 1967*	*Jan. 1967*	*Jan. 1968*	*Dec. 1967*	*Jan. 1967*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	109.7	114.0	111.0	89.02	84.62	83.75
Newfoundland	109.5	115.6	114.7	93.87	91.44	88.36
Prince Edward Island	106.6	126.2	108.5	76.58	68.81	69.52
Nova Scotia	110.1	111.9	109.1	86.58	81.33	81.26
New Brunswick	109.7	114.3	111.1	89.97	85.68	84.93
Quebec	113.9	115.8	116.1	104.08	101.02	97.78
Ontario	123.1	124.7	122.9	108.59	105.74	102.13
Prairie Region	117.3	118.6	114.7	100.42	96.52	93.94
Manitoba	111.7	112.0	109.9	95.93	91.93	88.20
Saskatchewan	114.3	118.0	111.3	98.11	96.35	92.13
Alberta	123.3	124.4	120.3	104.76	100.10	99.12
British Columbia	122.3	124.2	123.0	115.54	112.26	111.19
CANADA	118.6	120.5	119.0	105.70	102.49	99.57
URBAN AREAS						
St. John's	131.6	141.1	130.4	83.39	78.78	77.41
Halifax	115.5	118.1	111.8	89.20	83.49	81.94
Sydney	97.4	102.9	97.1	97.63	91.14	93.89
Moncton	111.5	120.0	111.0	83.20	79.95	77.21
Saint John	112.2	110.9	111.7	89.78	85.98	82.82
Chicoutimi	101.6	102.7	106.6	121.78	119.38	120.15
Montreal	118.2	119.5	120.1	105.76	101.68	98.85
Quebec	110.4	112.4	112.5	88.37	87.07	84.17
Shawinigan	98.0	95.0	102.9	107.22	102.52	103.81
Sherbrooke	116.4	117.1	119.8	89.29	85.05	84.40
Trois-Rivières	106.1	110.4	114.2	95.03	92.80	91.62
Ottawa-Hull	123.6	126.0	118.1	98.59	94.67	92.87
Belleville	113.1	115.8	114.3	92.33	87.91	88.12
Brampton	256.5	257.7	242.5	109.32	103.79	100.60
Brantford	129.5	129.2	135.9	101.54	98.05	96.30
Fort William-Port Arthur	114.7	121.0	124.4	102.24	99.07	98.91
Guelph	134.2	135.4	135.1	100.62	93.41	91.89
Hamilton	117.5	118.6	121.9	113.11	109.19	105.68
Kingston	117.4	119.9	122.7	102.57	105.26	96.25
Kitchener	142.3	141.2	142.1	98.16	92.06	90.33
London	121.3	121.5	123.4	99.99	96.15	93.97
Niagara Falls	102.2	102.7	103.2	103.68	103.69	101.11
Oshawa	139.6	140.8	139.4	106.88	121.81	90.27
Peterborough	131.6	134.6	132.0	110.79	110.32	104.92
Sarnia	129.9	129.3	127.2	136.85	131.56	131.54
Sault Ste. Marie	113.7	116.0	110.9	120.59	119.34	104.75
Sudbury	110.8	109.4	104.8	130.67	127.97	120.54
St. Catharines	140.3	141.4	136.5	115.98	117.79	109.71
Timmins	78.1	80.0	88.2	97.75	95.48	102.91
Toronto	124.1	126.1	123.9	109.78	105.81	103.71
Welland	108.8	108.7	112.4	124.58	113.87	119.31
Windsor	152.9	153.8	145.3	108.59	122.68	109.21
Winnipeg	113.8	115.7	114.4	90.00	86.57	83.07
Regina	115.4	120.3	112.9	93.56	91.71	89.75
Saskatoon	140.0	141.5	126.2	93.90	91.15	82.78
Calgary	132.3	134.9	126.7	102.42	97.88	96.82
Edmonton	127.7	130.4	125.8	97.67	94.24	91.49
Vancouver	124.3	126.5	122.9	111.54	109.23	107.50
Victoria	121.0	126.4	122.8	98.43	97.01	97.23

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3 — Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Jan. 1968†	60.0	118.7	1,576.8	804.1	772.7	300.7	623.1	929.9	265.3	555.4	4,429.8
Dec. 1967*	64.1	116.1	1,574.9	799.6	775.3	308.2	632.5	979.4	264.2	559.8	4,499.3
Jan. 1967	69.5	114.6	1,602.7	808.4	794.3	320.5	625.1	907.4	247.5	535.0	4,422.3
NEWFOUNDLAND											
Jan. 1968†	2.2	5.4	11.0	9.1	1.9	6.8	14.3	15.2	1.8	6.1	62.8
Dec. 1967*	3.1	5.5	10.5	8.6	1.9	7.7	15.1	16.4	1.8	6.3	66.5
Jan. 1967	3.2	5.5	10.6	8.8	1.8	8.1	13.8	15.1	1.6	6.3	64.4
PRINCE EDWARD ISLAND											
Jan. 1968†	—	—	1.7	1.3	0.4	1.2	2.7	3.5	0.6	1.6	11.3
Dec. 1967*	—	—	1.9	1.5	0.4	1.6	3.3	3.8	0.6	1.6	12.9
Jan. 1967	—	0.1	1.9	1.5	0.4	1.2	2.7	3.5	0.6	1.5	11.4
NOVA SCOTIA											
Jan. 1968†	1.8	7.1	31.5	16.8	14.7	9.6	21.8	28.1	6.4	12.0	118.3
Dec. 1967*	1.7	7.2	31.6	16.5	15.1	10.4	20.9	30.5	6.3	11.9	120.5
Jan. 1967	1.8	7.3	30.4	16.1	14.4	11.0	23.0	26.7	6.0	11.2	117.5
NEW BRUNSWICK											
Jan. 1968†	4.4	2.4	25.6	15.2	10.3	7.3	23.1	22.5	4.3	9.4	99.0
Dec. 1967*	7.0	2.4	25.7	15.4	10.3	8.1	22.2	24.4	4.3	9.4	103.5
Jan. 1967	5.9	2.2	23.8	15.1	8.8	9.3	23.3	22.4	4.2	9.3	100.4
QUEBEC											
Jan. 1968†	20.2	24.7	488.1	302.9	185.2	67.4	167.0	233.6	73.7	147.8	1,222.5
Dec. 1967*	20.9	24.8	488.4	301.8	186.6	66.2	173.0	243.2	73.9	152.2	1,242.7
Jan. 1967	25.4	25.0	499.3	306.3	193.0	81.3	164.0	233.5	70.2	143.4	1,242.1
ONTARIO											
Jan. 1968†	12.1	34.1	795.4	352.4	443.0	118.6	204.8	369.0	116.2	221.6	1,872.0
Dec. 1967*	12.4	33.5	794.3	350.1	444.3	125.5	206.8	389.0	115.8	221.2	1,898.6
Jan. 1967	13.2	33.1	807.0	352.5	454.5	122.6	205.6	358.6	107.0	210.4	1,857.5
MANITOBA											
Jan. 1968†	0.7	6.5	44.9	26.1	18.8	13.9	44.0	52.0	12.4	26.8	201.2
Dec. 1967*	0.7	6.1	44.7	25.8	19.0	13.1	43.9	53.8	12.2	27.3	201.9
Jan. 1967	0.9	5.5	46.0	27.0	19.0	12.4	44.7	50.3	11.6	26.9	198.3
SASKATCHEWAN											
Jan. 1968†	0.7	5.5	14.8	9.3	5.5	11.7	24.6	37.0	8.2	17.4	119.9
Dec. 1967*	0.6	5.4	14.8	9.4	5.4	12.5	25.3	39.0	8.1	17.1	122.8
Jan. 1967	0.4	5.2	14.2	9.2	5.0	11.6	25.1	35.2	7.8	16.4	116.0
ALBERTA											
Jan. 1968†	1.5	20.8	50.3	25.1	25.2	33.2	46.5	74.5	16.1	46.5	289.4
Dec. 1967*	1.6	20.1	50.4	25.3	25.1	31.7	46.9	78.2	16.1	46.4	291.3
Jan. 1967	1.9	19.8	51.4	25.7	25.7	29.5	47.7	72.0	15.1	44.8	282.2
BRITISH COLUMBIA											
Jan. 1968†	16.3	9.9	113.5	45.8	67.7	30.7	73.1	94.1	25.6	65.3	428.5
Dec. 1967*	16.1	9.2	112.5	45.1	67.3	30.8	74.1	100.7	24.9	65.5	433.8
Jan. 1967	16.6	9.2	118.1	46.2	71.8	33.0	74.2	89.9	23.4	64.0	428.4

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4 — Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries**		
	Jan. 1968	*Dec. 1967*	*Jan. 1967*	*Jan. 1968*	*Dec. 1967*	*Jan. 1967*
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	108.7	107.3	106.3	136.82	133.36	126.66
Metals	102.1	101.3	102.0	135.78	134.48	126.96
Mineral fuels	105.1	103.8	103.1	142.42	140.75	128.94
Non-metals except fuels	112.0	112.6	105.8	126.85	122.27	116.01
Quarries and sand pits	84.9	92.5	96.6	109.20	97.35	101.74
Services incidental to mining	167.2	155.0	148.2	147.63	136.82	136.74
MANUFACTURING	119.8	119.8	122.1	110.03	107.83	103.06
Durable goods	130.7	131.0	134.7	116.98	115.58	109.57
Non-durable goods	111.1	110.7	112.0	103.43	100.42	96.77
Food and beverages	101.9	102.4	101.7	99.26	97.93	92.36
Foods	101.2	100.9	101.3	96.44	94.68	89.37
Beverages	106.4	111.4	104.1	115.95	116.33	110.52
Tobacco processing and products	116.5	113.2	118.3	105.07	101.42	97.47
Rubber products	122.7	119.9	123.3	114.32	110.61	105.31
Leather products	99.0	94.8	100.7	74.50	67.37	70.01
Textile products	118.0	117.6	119.8	91.46	89.71	85.27
Knitting mills	107.6	105.1	110.9	70.15	63.73	65.62
Clothing	108.4	105.1	114.5	68.16	60.92	63.65
Wood products	102.0	102.2	106.6	100.51	95.88	92.70
Furniture and fixtures	123.5	124.4	129.3	89.29	82.95	83.55
Paper and allied industries	115.0	117.1	116.6	129.34	125.53	122.18
Printing, publishing and allied industries	113.5	113.0	111.4	114.93	112.57	110.49
Primary metal industries	122.2	121.6	122.9	132.94	131.73	124.31
Metal fabricating industries	127.1	128.2	134.2	114.91	109.08	108.65
Machinery, except electrical	144.4	145.6	152.6	124.90	120.53	119.53
Transportation equipment	154.5	154.4	153.8	120.88	129.44	113.01
Electrical products	143.4	142.8	148.2	113.35	109.56	105.52
Non-metallic mineral products	109.7	112.7	117.7	114.24	110.37	107.61
Petroleum and coal products	101.1	101.0	98.7	165.16	162.68	150.45
Chemicals and chemical products	117.1	117.7	116.8	126.34	124.47	118.86
Miscellaneous manufacturing industries	132.1	131.4	130.8	96.54	92.14	91.21
CONSTRUCTION	103.9	103.4	117.0	131.75	113.37	128.46
Building	114.6	113.2	125.3	129.81	109.70	124.02
Engineering	85.3	86.4	100.8	136.25	121.68	139.23
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	106.3	108.1	105.0	118.22	115.38	109.27
Transportation	101.1	103.5	100.7	117.08	112.65	109.26
Storage	110.5	114.6	108.4	100.89	101.40	94.46
Communication	117.5	118.0	116.7	113.66	113.82	102.43
TRADE	125.8	134.6	122.5	83.41	81.56	78.41
Wholesale trade	119.7	120.7	118.0	104.29	103.03	98.23
Retail trade	129.2	142.3	125.1	72.67	71.46	67.93
FINANCE, INSURANCE AND REAL ESTATE	128.9	128.4	122.2	101.24	100.44	95.74
Financial institutions	131.6	131.1	125.9	98.17	97.88	93.49
Insurance and real estate	125.2	124.8	116.9	105.58	104.07	99.15
SERVICE	147.7	149.2	140.3	77.09	76.54	73.14
Recreational services	130.2	126.5	120.0	66.98	68.37	60.84
Business services	163.9	163.6	159.4	121.69	120.06	113.77
Personal services	137.3	138.9	130.3	56.39	56.09	54.27
Miscellaneous services	171.9	178.9	162.5	81.13	80.89	77.42
INDUSTRIAL COMPOSITE	118.6	120.5	119.0	105.70	102.49	99.57

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1968	Dec. 1967	Jan. 1967	Jan. 1968	Dec. 1967	Jan. 1967	Jan. 1968	Dec. 1967	Jan. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.2	41.0	42.5	2.99	2.97	2.76	126.30	121.90	117.11
Metals	41.1	40.9	41.8	3.10	3.10	2.88	127.69	126.76	120.24
Mineral fuels	44.5	43.0	44.0	2.50	2.48	2.28	111.37	106.65	100.18
Non-metals, except fuels	43.0	41.6	42.0	2.81	2.76	2.60	120.85	114.92	109.14
Quarries and sand pits	43.9	38.2	44.2	2.36	2.34	2.21	103.51	89.62	97.65
Services incidental to mining	44.2	39.2	44.4	3.30	3.31	3.02	145.53	129.71	134.14
MANUFACTURING	39.9	38.7	40.1	2.49	2.50	2.33	99.34	96.78	93.26
Durable goods	40.1	39.6	40.2	2.67	2.67	2.50	107.14	105.78	100.46
Non-durable goods	39.7	37.8	40.0	2.30	2.32	2.15	91.50	87.65	85.82
Food and beverages	39.6	38.4	39.7	2.25	2.26	2.07	89.02	86.85	82.36
Foods	39.5	38.1	39.6	2.20	2.21	2.01	86.72	84.01	79.65
Beverages	40.3	40.5	40.9	2.64	2.63	2.52	106.38	106.65	103.01
Tobacco processing and products	38.8	35.2	39.2	2.42	2.53	2.26	94.11	89.12	88.57
Rubber products	42.2	39.9	41.5	2.54	2.53	2.37	106.96	101.16	98.24
Leather products	40.0	35.3	40.2	1.70	1.70	1.60	68.16	59.82	64.44
Textile products	41.0	39.3	41.6	1.95	1.99	1.81	79.91	78.24	75.11
Miscellaneous textiles	38.7	36.6	39.7	1.94	2.07	1.67	74.84	75.83	66.39
Knitting mills	40.6	36.2	40.6	1.52	1.50	1.43	61.73	54.33	58.21
Clothing	36.8	32.7	37.2	1.67	1.63	1.55	61.43	53.35	57.79
Wood products	40.1	38.0	40.7	2.39	2.38	2.19	95.78	90.46	88.31
Furniture and fixtures	41.3	38.0	41.3	1.98	1.96	1.85	81.79	74.45	76.18
Paper and allied industries	40.9	39.9	41.3	2.94	2.92	2.77	120.30	116.39	114.33
Pulp and Paper mills	41.1	40.8	41.5	3.20	3.18	3.04	131.75	129.65	126.21
Printing, publishing and allied industries	37.7	37.0	38.5	2.93	2.89	2.79	110.43	106.94	107.53
Primary metal industries	40.7	39.9	40.3	3.05	3.07	2.88	123.91	122.54	115.88
Iron and steel mills	40.3	39.2	38.9	3.16	3.16	3.02	127.21	124.05	117.53
Metal fabricating industries	40.8	38.6	41.0	2.62	2.57	2.47	106.77	99.12	101.35
Machinery, except electrical	40.9	39.1	41.8	2.79	2.77	2.64	114.23	108.44	110.63
Transportation equipment	38.2	42.0	37.7	2.88	2.89	2.70	109.94	121.27	102.02
Aircraft and parts	42.2	40.9	42.6	2.85	2.81	2.71	120.38	115.11	115.25
Motor vehicles	36.3	43.1	35.0	2.94	2.99	2.78	106.54	128.65	97.09
Assembling	30.8	44.1	31.6	3.15	3.13	2.98	96.89	137.81	94.21
Parts and accessories	41.4	42.6	37.8	2.85	2.91	2.67	117.78	124.18	101.02
Shipbuilding and repairing	38.9	38.8	40.2	2.88	2.79	2.59	112.11	108.34	103.87
Electrical products	40.1	38.6	40.7	2.44	2.42	2.27	98.07	93.28	92.27
Communications equipment	40.3	37.9	41.1	2.36	2.32	2.20	95.04	87.86	90.37
Non-metallic mineral products	41.3	39.8	41.6	2.58	2.57	2.41	106.55	102.06	100.49
Petroleum and coal products	44.0	43.3	41.7	3.55	3.47	3.27	156.44	150.24	136.28
Chemical and chemical products	40.8	40.5	40.8	2.68	2.68	2.53	109.35	108.56	103.10
Miscellaneous manufacturing industries	40.2	38.1	40.6	2.04	2.01	1.91	81.97	76.64	77.54
CONSTRUCTION	39.6	33.2	40.8	3.24	3.17	3.10	128.46	105.24	126.53
Building	38.2	31.2	39.6	3.32	3.26	3.08	126.86	101.79	121.80
General contractors	38.7	31.2	39.7	3.20	3.13	2.96	123.89	97.64	117.33
Special trade contractors	37.8	31.3	39.5	3.42	3.36	3.18	129.21	105.14	125.52
Engineering	42.9	37.8	43.9	3.08	2.99	3.15	132.26	113.24	138.34
Highways, bridges and streets	44.0	38.4	43.0	2.51	2.43	2.44	110.72	93.37	104.85
Other engineering	42.1	37.3	44.4	3.51	3.50	3.54	147.70	130.46	157.30
OTHER INDUSTRIES									
Urban transit	41.1	41.4	42.1	3.09	3.09	2.79	127.19	127.86	117.41
Highway and bridge maintenance	40.0	38.7	38.0	2.39	2.33	2.14	95.44	90.17	81.40
Laundries, cleaners and pressers	38.3	37.7	38.0	1.45	1.43	1.37	55.42	54.01	51.97
Hotels, restaurants and taverns	33.4	33.1	34.3	1.45	1.45	1.36	48.53	47.99	46.50

Latest figures subject to revision.
SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6 — Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December*	38.7	2.50	96.78	130.0	110.1
1968—January†	39.9	2.49	99.34	133.4	112.9

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	January 1968	December 1967	January 1967	January 1968	December 1967	January 1967
				$	$	$
Newfoundland	40.1	37.0	39.6	2.15	2.43	2.15
Nova Scotia	39.7	37.0	39.8	2.04	2.02	1.91
New Brunswick	41.1	39.4	41.6	2.10	2.15	1.98
Quebec	40.9	38.9	41.4	2.24	2.24	2.09
Ontario	39.7	39.0	39.7	2.60	2.62	2.44
Manitoba	39.4	37.9	39.3	2.22	2.21	2.05
Saskatchewan	39.3	39.3	38.9	2.64	2.62	2.36
Alberta	39.2	38.0	39.3	2.54	2.53	2.37
British Columbia	37.7	36.7	37.9	3.15	3.15	2.92

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003)

D—Manpower Division

The re-organization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352 June issue.

TABLE E-1 — Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1968—January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry, April 1, 1967.

TABLE E-4 — Benefit Payments, by Province, February 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	125,869	3,391,011
Prince Edward Island	30,239	758,938
Nova Scotia	132,264	3,353,335
New Brunswick	123,909	3,225,246
Quebec	643,172	17,492,538
Ontario	662,771	17,489,712
Manitoba	96,308	2,525,774
Saskatchewan	72,661	1,919,666
Alberta	91,779	2,451,294
British Columbia	253,825	6,940,614
Total, Canada, February 1968	2,232,737	59,548,128
Total, Canada, January 1968	1,904,509	50,764,705
Total, Canada, February 1967	1,681,483	43,530,943

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3 — Initial and Renewal Claims for Benefit, by Province, February 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	5,452	4,705	747	7,015	5,690	1,325	1,824
Prince Edward Island	1,081	937	144	1,616	1,384	232	387
Nova Scotia	8,069	6,654	1,415	10,540	8,906	1,634	1,910
New Brunswick	7,493	6,259	1,234	9,672	7,893	1,779	2,215
Quebec	64,080	47,995	16,085	71,713	58,452	13,261	21,929
Ontario	70,289	51,544	18,745	75,799	61,514	14,285	23,139
Manitoba	7,102	5,964	1,138	7,649	6,020	1,629	2,210
Saskatchewan	5,072	4,347	725	6,029	4,646	1,383	1,767
Alberta	8,937	7,315	1,622	9,793	7,458	2,335	2,710
British Columbia	20,434	15,604	4,830	23,053	18,182	4,871	5,810
Total, Canada, February 1968	198,009*	151,324	46,685	222,879†	180,145	42,734	63,901
Total, Canada, January 1968	295,843	228,066	67,777	301,984	237,807	64,177	88,771
Total, Canada, February 1967	169,709	128,472	41,237	183,667	147,555	36,112	59,631

*In addition, revised claims received numbered 51,445.

†In addition, 53,920 revised claims were disposed of. Of these, 5,605 were special requests not granted and 1,960 were appeals by claimants. There were 10,619 revised claims pending at the end of the month.

TABLE E-2 — Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 29, 1968

Province and sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	January 31, 1968	February 28, 1967
CANADA	659,480	211,289	311,166	99,970	37,055	633,292	551,837
Male	486,017	160,058	243,380	64,574	18,005	468,391	411,248
Female	173,463	51,231	67,786	35,396	19,050	164,901	140,589
NEWFOUNDLAND	34,955	6,690	23,418	3,864	983	34,198	34,039
Male	31,646	5,938	21,954	3,137	617	31,031	31,094
Female	3,309	752	1,464	727	366	3,167	2,945
PRINCE EDWARD ISLAND	7,317	1,238	5,302	582	195	7,235	6,625
Male	5,851	970	4,421	374	86	5,376	5,263
Female	1,466	268	881	208	109	1,859	1,362
NOVA SCOTIA	37,740	9,514	21,693	4,543	1,990	35,372	34,884
Male	30,940	7,753	18,571	3,348	1,268	28,694	28,894
Female	6,800	1,761	3,122	1,195	722	6,678	5,990
NEW BRUNSWICK	35,485	7,879	21,514	4,462	1,630	33,585	33,697
Male	28,226	6,399	17,986	2,875	966	26,828	26,682
Female	7,259	1,480	3,528	1,587	664	6,757	7,015
QUEBEC	202,444	70,647	87,459	33,111	11,227	193,211	165,435
Male	155,901	57,152	70,173	22,813	5,763	147,624	128,830
Female	46,543	13,495	17,286	10,298	5,464	45,587	36,605
ONTARIO	193,929	68,778	81,725	29,060	14,366	184,037	160,101
Male	125,599	47,357	56,284	15,692	6,266	119,803	104,999
Female	68,330	21,421	25,441	13,368	8,100	64,234	55,102
MANITOBA	24,865	7,503	12,296	4,121	945	25,415	18,666
Male	18,474	5,528	9,532	2,950	464	19,253	13,940
Female	6,391	1,975	2,764	1,171	481	6,162	4,726
SASKATCHEWAN	20,773	5,248	11,377	3,400	748	20,201	16,554
Male	16,528	4,179	9,677	2,432	240	16,106	12,719
Female	4,245	1,069	1,700	968	508	4,095	3,835
ALBERTA	26,700	9,667	11,818	3,995	1,220	25,729	21,789
Male	19,986	7,393	9,355	2,690	548	19,554	16,034
Female	6,714	2,274	2,463	1,305	672	6,175	5,755
BRITISH COLUMBIA	75,272	24,125	34,564	12,832	3,751	74,309	60,047
Male	52,866	17,389	25,427	8,263	1,787	54,122	42,793
Female	22,406	6,736	9,137	4,569	1,964	20,187	17,254

*The bulk of the cases in this group were on claim from 27–39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1 — Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2 — Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1968

	All Items									
	Apr. 68	*Mar. 68*	*Apr. 67*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	134.4	132.6	128.7	128.1	124.1	133.6	131.5	193.8	158.9	139.2
Halifax	145.7	144.5	140.2	143.5	141.5	144.4	146.5	202.1	193.1	140.2
Saint John	148.8	148.3	144.0	148.0	140.4	146.5	159.1	216.2	179.2	139.6
Montreal	152.0	150.9	147.0	155.8	146.3	127.5	185.6	199.0	175.0	146.5
Ottawa	152.5	152.5	145.7	151.8	146.0	140.4	177.5	206.4	167.7	150.2
Toronto	155.6	154.7	149.6	147.5	156.4	143.9	159.9	194.7	215.7	148.9
Winnipeg	149.0	148.7	141.6	148.9	137.1	150.3	151.5	209.8	169.2	154.3
Saskatoon-Regina	144.0	143.9	138.5	145.8	136.6	150.0	147.4	169.4	167.4	140.1
Edmonton-Calgary	144.5	143.7	137.9	140.2	139.6	146.2	147.3	204.7	166.4	132.0
Vancouver	148.3	147.8	142.5	146.3	148.9	139.7	157.0	180.6	164.2	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1 — Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year		Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per Cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25

*Preliminary.

TABLE G-2 — Strikes and Lockouts, April 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	60	40,033	308,360
Construction	9	689	6,690
Transpn. & utilities	2	87	330
Trade	3	36	750
Finance	—	—	—
Service	8	656	4,380
Public administration	4	250	4,280
All Industries	86	41,751	324,790

TABLE G-3—Strikes and Lockouts, April 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	15	320
Prince Edward Island	—	—	—
Nova Scotia	2	363	1,970
New Brunswick	1	2	40
Quebec	19	3,183	31,030
Ontario	45	33,154	203,120
Manitoba	—	—	—
Saskatchewan	3	290	4,460
Alberta	2	32	670
British Columbia	11	4,476	82,550
Federal	2	236	630
All Jurisdictions	86	41,751	324,790

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers April 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated Date*		
MANUFACTURING						
Food and Beverages						
Libby, McNeil & Libby Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	199	1,000	1,000	Apr. 16 Apr. 23	Wages—Wage increases.
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	330	330	Apr. 27 —	Wages, fringe benefits—
Textiles						
Johnson and Johnson Limited Montreal, Que.	United Textile Workers Loc. 459 (AFL-CIO/CLC)	450	1,350	1,350	Apr. 10 Apr. 16	Wages—Return of workers.
Hafner Fabrics, Granby, Que.	Textile Federation (CNTU)	184	250	250	Apr. 22 Apr. 24	Alleged grievances—Return of workers pending further negotiations.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	3,440	8,960	Feb. 16 Apr. 29	Wages—Wage increases ranging from 33¢ to 53¢ this spread over 3-yr. contract; 3 weeks vacation after 10 years, 4 weeks after 20 years, other benefits.
Wood						
Several lumber companies, Various locations, British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	562,490	Oct. 4 —	Wages—
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,310	13,750	Jan. 25 —	Wages—
B.C. Forest Products, Hammond, B.C.	Woodworkers Loc. 1-367 (AFL-CIO/CLC)	541	900	2,790	Mar. 26 Apr. 2	Presence of efficiency experts— Return of workers.
Furniture and Fixtures						
Samton Metal Equipment Co., Montreal, Que.	Upholsterers (AFL-CIO/CLC)	100	2,100	2,700	Mar. 22 —	Not reported—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	500	500	Apr. 29 —	Wages, retroactive pay, night shift premiums, vacations, duration of contract—

TABLE G-4—Strikes and Lockouts Involving 100 or more Workers April 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated Date*		
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	394,350	July 9 1964	Working conditions as affected b computers, job security, union mem bership of foremen—
Primary Metals						
Crowe Foundary Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	2,200	Apr. 2 —	Wages—
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	4,110	4,110	Apr. 13 —	Wages, hours, working conditions-
Les Fonderies de Sorel Ltée., Sorel, Que.	Metal Trades' Federation (CNTU)	163	1,140	1,140	Apr. 22 —	Wages, overtime, job analysis, hol days, vacations, seniority—
Metal Fabricating						
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	—	26,050	Nov. 25 Apr. 1	Wages—9% wage increase retr active to Sept. 11, 1967, 5% effecti Apr. 1, 1968, 7% effective Sept. 1 1968.
Aluminum Goods Limited, Toronto, Ont.	Steelworkers Loc. 2858 (AFL-CIO/CLC)	278	4,030	6,810	Mar. 16 Apr. 19	Wages—8% increase first year, 7 second year; 8-hr. day, 40 hr. wk 2 weeks vacation after 2 years, weeks after 20 years, 5 weeks aft 30 years, improved health an welfare plans, other benefits.
H. K. Porter Canada Ltd., Acton, Ont.	CLC-directly chartered	102	820	820	Apr. 18 —	Wages—
Machinery						
Massey-Ferguson Industries Ltd., Brantford and Toronto, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	6,000	45,000	45,000	Apr. 19 —	Wages, fringe benefits—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	5,780	8,530	Mar. 18 —	Wages—
Canadian Motor Lamp Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	150	1,350	2,200	Mar. 22 Apr. 15	Wages, benefits, master agreement- 12¢ an hr. increase immediately, 1 an hr. spread over a 2-yr. period f unskilled workers, 72¢ an hr. i crease for skilled workers over 3-y period.
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,490	9,490	Apr. 1 —	Wages—
Ford Motor Company, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	10,585	25,980	25,980	Apr. 3 Apr. 8	Delayed negotiations in a new co tract—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or more Workers April 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated*		
Kelsey-Hayes Canada Limited, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	625	10,310	10,310	Apr. 5 —	Wages, benefits, working conditions —
Port Weller Dry Docks Ltd., Port Weller, Ont.	Boilermakers Loc. 680 (AFL-CIO/CLC)	500	1,000	1,000	Apr. 16 Apr. 18	Suspension of one employee—Return of workers.
Ford Motor Company, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	10,789	64,730	64,730	Apr. 16 Apr. 24	Wages, hours, working conditions—92¢ an hr. increase for production workers, $1.56 an hr. for skilled workers over a 3-yr. period; other improved benefits.
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	410	410	Apr. 29 —	Wages—
Electrical Products						
Ferranti Packard Electric Ltd., St. Catharines, Ont.	Steelworkers Loc. 5788 (AFL-CIO/CLC)	183	90	90	Apr. 4 Apr. 4	Dissatisfaction over company restudying of incentive jobs—Return of workers.
Federal Wire & Cable Company, Division of H. K. Porter Company, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	1,560	1,560	Apr. 21 Apr. 28	Alleged grievance—Return of workers pending negotiations.
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,210	5,560	Feb. 15 —	Wages—
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	2,160	6,280	Feb. 22 Apr. 22	Wages—8% increase retroactive to Nov. 17, 1967, 5% Apr. 22, 1969, 2% Oct. 1969, modified Rand formula, other improved benefits.
Miron Company Ltd., Montreal, Que.	Cement Workers Loc. 415 (AFL-CIO/CLC)	800	8,800	8,800	Apr. 4 Apr. 22	Wages—66¢ an hr. increase over a 3-yr. contract; reduction in hours from 55 to 50 per wk., with time and one half paid for Saturday work to the truck drivers.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	1,190	1,190	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
CONSTRUCTION						
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	323	1,130	1,130	Apr. 2 Apr. 8	Alleged grievances over food, nonpayment of wages—Return of workers following settlement of both issues.
Saskatoon Electrical Contractors Association, Saskatoon and area, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	2,880	2,880	Apr. 8 —	Wages, overtime, closed shop, double time pay—

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers April 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated*		
SERVICE						
Education						
University of Guelph, Guelph, Ont.	Civil Service Association of Ontario Branch 10 (Ind.)	297	1,040	1,040	Apr. 10 Apr. 16	Wages, union security, sick leave—Wage increases ranging from 9% to 12.5% retroactive to Jan. 1, 1968, shift premiums increased from 8¢–10¢ and 10¢–12¢; other improved benefits.
Personal Services						
Commandant Properties Limited, Montebello, Que.	Railway, Transport and General Workers Loc. 281 (CLC)	230	1,260	1,260	Apr. 23 —	Wages, fringe benefits—
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	2,270	6,590	Feb. 5 —	Wages—

*Federal Jurisdiction

H—Employment Injuries

TABLE H-1 — Employment Injuries† Reported by Workmen's Compensation Boards, 1958-1967

Year	*Temporary Disability*		*Permanent Disability*		*Fatality*		*Total*		*Ratio‡ of Grand Total Fatalities*
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	
1958	166,570	95.1	7,565	4.3	1,004	0.6	175,139	100.0	79.1
1959	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
1960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967*	252,046	95.6	10,426	4.0	1,072	0.4	263,544	100.0	99.4
Average 1958–1967	206,232	95.5	8,775	4.1	989	0.4	215,996	100.0	81.4

*Preliminary. †Distribution partly estimated.

‡Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

TABLE H-2 — Employment Injuries† Workmen's Compensation Settlement Rates per 10,000 Workers Employed (an approximation), 1958-1967

Year	*Temporary Disability*		*Permanent Disability*		*Fatality*		*Total*		*Total of Workers Employed‡*
	No.	*Rate*(1)	*No.*	*Rate*(1)	*No.*	*Rate*(1)	*No.*	*Rate*(1)	*(in thousands)*
1958	166,570	292.5	7,565	13.3	1,004	1.8	175,139	307.5	5,695
1959	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
1960	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967*	252,046	341.6	10,426	14.1	1,072	1.5	263,544	357.2	7,379
Average 1958-1967	206,232	321.4	8,775	13.7	989	1.5	215,996	336.7	6,416

*Preliminary. †Distribution partly estimated. ‡DBS estimates, Special Surveys Division, special tables, 12-month averages.

(1)Rate = number of cases per 10,000 workers employed.

TABLE H-3 — Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1966 and 1967 (See page 452)

TABLE H-4 — Employment Fatalities by Industry, 1958-1967

Year	*Agriculture*		*Forestry*		*Fishing*[1]		*Mining*[2]		*Manufacturing*		*Construction*	
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*
1958	97	7.6	129	10.2	38	3.0	231	18.2	166	13.1	281	22.1
1959	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967*	28	2.6	99	9.2	33	3.1	167	15.5	170	15.7	206	19.1
Average 1958-1967	65	5.4	122	10.0	37	3.0	168	13.8	202	16.6	248	20.4

*Preliminary. [1]Includes trapping and hunting. [2]Includes quarrying and oil wells. [3]Includes storage, communication, electric power, gas and water utilities. [4]Includes insurance and real estate. [5]Includes community, business and personal service. [6]Includes defence.

TABLE H-5 — Employment Fatality Rates by Industry†, 1958-1967

Year	*Agriculture*		*Forestry*		*Fishing*		*Mining*		*Manufacturing*		*Construction*	
	R[1]	*E*[2]	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*
1958	1.4	712	15.2	85	23.8	16	21.6	107	1.1	1,459	6.6	427
1959	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967*	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
Average 1958-1967	1.0	640	14.7	83	17.6	21	17.1	98	1.3	1,572	5.8	431

*Preliminary.
[1]R = Fatality rate (number of fatalities per 10,000 workers employed).
[2]E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages.
†See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public[6] Administration		Total	
No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*
194	15.3	40	3.2	4	0.3	22	1.7	67	5.3	1,269	100.0
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
226	20.9	59	5.5	5	0.5	51	4.7	35	3.2	1,079	100.0
221	18.2	56	4.6	2	0.2	31	2.6	63	5.2	1,215	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*
3.8	507	0.4	913	0.2	211	0.2	941	2.1	316	2.2	5,695
4.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
3.8	578	0.5	1,063	0.1	255	0.2	1,301	1.7	375	2.0	6,216

TABLE H-6 — Employment Fatalities, by Province and Industry, 1966 and 1967

Industry	1966†							
	Nfld.	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*
AGRICULTURE	—	1	2	2	2	39	3	2
FORESTRY	2	—	3	4	25	15	1	1
FISHING AND TRAPPING	12	1	3	2	1	1	1	—
MINES, QUARRIES, OIL WELLS	7	—	6	4	18	52	7	5
Metal mines	5	—	—	3	6	46	6	1
Coal mines	—	—	5	—	—	—	—	—
Petroleum and gas	—	—	—	—	—	—	—	—
Non-metal, quarries, services	2	—	1	1	12	6	1	4
MANUFACTURING	—	—	11	6	66	86	3	4
Food and beverages	—	—	2	3	2	5	—	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	1	—	—
Leather	—	—	—	—	1	1	—	—
Textile	—	—	—	—	3	1	—	—
Clothing	—	—	—	—	1	—	—	—
Wood	—	—	4	1	6	12	—	2
Paper	—	—	1	1	10	5	—	—
Printing, publishing	—	—	1	—	—	1	—	—
Primary metal	—	—	1	—	7	14	—	—
Metal fabricating	—	—	2	—	3	18	1	—
Machinery	—	—	—	—	3	5	—	—
Transportation equipment	—	—	—	—	4	5	—	—
Electrical	—	—	—	1	1	6	—	—
Non-metallic mineral	—	—	—	—	3	7	2	—
Petroleum and coal	—	—	—	—	—	—	—	1
Chemical	—	—	—	—	18	3	—	—
Miscellaneous	—	—	—	—	4	2	—	—
CONSTRUCTION	6	—	10	19	69	95	11	7
Building	1	—	2	7	20	21	—	1
Highway	3	—	3	6	21	29	5	3
Other	2	—	5	6	28	45	6	3
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	12	—	4	13	38	77	10	10
Air	—	—	1	—	—	7	—	—
Water	5	—	—	1	5	9	—	—
Railway	4	—	1	—	3	15	—	2
Local and highway	—	—	1	5	14	33	5	6
Miscellaneous	—	—	—	3	1	1	—	—
Storage	—	—	—	—	1	1	1	1
Communication	—	—	—	—	—	1	1	—
Electric power, gas, water	3	—	1	4	14	10	3	1
TRADE	2	—	3	1	8	18	7	2
Wholesale	–	—	1	1	3	14	4	2
Retail	2	—	2	—	5	4	3	—
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	1	—	—
SERVICE	—	—	—	—	6	21	5	1
Community, business	—	—	—	—	1	7	—	—
Personal	—	—	—	—	5	14	5	1
PUBLIC ADMINISTRATION	—	—	—	—	6	8	2	—
TOTAL	41	2	42	51	239	413	50	32

*Preliminary. †Revised.

1967*															
Alta.	*B.C.*	*Yukon and N.W.T.*	*Total*	*Nfld.*	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*	*Alta.*	*B.C.*	*Yukon and N.W.T.*	*Total*
4	—	—	55	—	—	—	1	—	19	1	1	5	1	—	28
4	55	—	110	2	—	3	3	11	27	2	2	2	47	—	99
—	16	—	37	—	1	26	—	—	—	—	—	—	6	—	33
13	29	3	144	12	—	5	9	5	57	11	7	13	48	—	167
—	16	1	84	2	—	—	2	2	41	9	5	—	20	—	81
6	5	—	16	—	—	5	6	—	—	—	—	2	17	—	30
—	1	—	1	—	—	—	—	—	—	—	1	1	—	—	2
7	7	2	43	10	—	—	1	3	16	2	1	10	11	—	54
16	28	—	220	4	1	10	6	33	77	4	4	13	18	—	170
1	3	—	17	1	1	3	4	9	4	2	1	3	2	—	30
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—	—	3	—	—	—	—	—	3
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	—	—	—	—	—	4	—	—	—	—	—	4
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4	16	—	45	—	—	—	2	2	8	—	2	2	4	—	20
2	4	—	23	—	—	1	—	6	1	—	—	—	3	—	11
—	—	—	2	1	—	—	—	1	—	—	—	—	—	—	2
—	3	—	25	—	—	3	—	7	18	—	—	1	1	—	30
3	—	—	27	2	—	—	—	4	16	1	—	2	1	—	26
1	—	—	9	—	—	—	—	—	3	—	—	1	—	—	4
2	1	—	12	—	—	2	—	1	4	—	1	1	4	—	13
—	—	—	8	—	—	—	—	—	2	—	—	—	1	—	3
1	1	—	14	—	—	1	—	1	7	—	—	1	—	—	10
1	—	—	2	—	—	—	—	—	1	1	—	2	1	—	5
1	—	—	22	—	—	—	—	2	6	—	—	—	—	—	8
—	—	—	6	—	—	—	—	—	—	—	—	—	1	—	1
36	39	1	293	7	1	8	11	29	60	9	15	33	32	1	206
9	6	—	67	4	—	—	2	9	8	2	1	5	10	—	41
14	11	—	95	3	—	4	4	10	15	5	6	15	6	1	69
13	22	1	131	—	1	4	5	10	37	2	8	13	16	—	96
36	48	3	251	7	—	7	8	29	70	14	12	42	36	1	226
4	14	1	27	3	—	1	1	3	12	3	—	—	7	—	30
—	13	—	33	2	—	1	—	6	2	1	—	—	6	—	18
9	8	2	44	—	—	1	3	2	20	4	1	7	4	—	42
12	10	—	86	—	—	2	1	10	25	2	3	21	12	1	77
3	1	—	9	—	—	1	2	2	3	—	3	5	1	—	17
4	—	—	8	—	—	—	—	1	1	2	4	2	2	—	12
—	1	—	3	—	—	—	—	—	1	—	1	—	2	—	4
4	1	—	41	2	—	1	1	5	6	2	—	7	2	—	26
9	9	—	59	—	—	2	1	7	22	2	10	7	8	—	59
6	3	—	34	—	—	2	—	1	13	1	4	4	3	—	28
3	6	—	25	—	—	—	1	6	9	1	6	3	5	—	31
—	—	—	1	—	—	—	—	—	5	—	—	—	—	—	5
7	3	—	43	—	—	2	1	6	21	1	3	12	5	—	51
1	1	—	10	—	—	1	—	3	8	—	1	4	2	—	19
6	2	—	33	—	—	1	1	3	13	1	2	8	3	—	32
7	6	—	29	2	—	—	1	9	10	4	1	5	3	—	35
132	233	7	1,242	34	3	63	41	129	368	48	55	132	204	2	1,079

TABLE H-7 — Employment Fatalities by Industry† and Type of Accident, 1966 and 1967

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
				1966†				
Striking Against or Stepping on Objects:								
Buildings or structures (including parts of these)	—	—	—	1	1	—	1	—
Other	—	—	—	—	1	—	1	—
TOTAL	—	—	—	1	2	—	2	—
Struck by:								
Machinery	3	—	—	2	7	2	—	—
Cranes, derricks, other hoisting or conveying apparatus	—	1	—	—	2	5	2	—
Automobiles or trucks	1	3	—	2	6	17	7	—
Tractors, loadmobiles, etc.	2	1	—	—	3	3	1	2
Trains or other railway vehicles	—	1	—	2	3	3	11	—
Objects thrown or kicked back by machines	—	2	—	—	4	—	2	—
Objects falling or flying in mines or quarries	—	—	—	14	1	—	—	—
Materials falling from stockpiles or loads	—	7	—	—	5	4	1	1
Falling trees or limbs	2	45	—	—	4	6	—	—
Landsides or cave-ins	—	—	—	12	1	23	2	—
Other	—	5	—	9	17	20	5	3
TOTAL	8	65	—	41	53	83	31	6
Caught In, On, or Between:								
Machinery	4	2	—	2	12	3	3	—
Belts, pulleys, chains, lines, etc.	1	—	—	3	3	—	1	—
Elevators, hoisting or conveying apparatus	—	2	—	2	3	6	1	1
Automobiles or trucks	—	1	—	1	3	4	5	2
Tractors, loadmobiles, etc.	19	3	—	4	5	12	2	3
Mine or quarry cars	—	—	—	5	—	—	—	—
Other	—	—	—	2	5	1	11	1
TOTAL	24	8	—	19	31	26	23	7
Collisions, Derailments, Wrecks, etc.								
Involving steam railways	4	—	—	—	4	4	16	1
Involving automobiles or trucks	2	8	2	7	16	28	56	22
Involving aircraft	—	3	—	3	1	—	20	—
Other	3	1	—	1	—	7	7	2
TOTAL	9	12	2	11	21	39	99	25
Falls and Slips:								
Due to slippery surface	—	—	—	—	—	3	—	—
Due to physical condition of workman	1	—	—	1	5	2	8	2
From ladders or stairs	—	—	—	2	2	5	4	1
From scaffolds or stagings	—	—	—	2	6	13	2	—
From platforms, ramps or stationary vehicles	—	—	—	2	1	5	3	1
From buildings, roofs or towers	—	—	—	1	4	25	2	—
From bridges, trestles or catwalks	—	—	—	2	1	12	—	—
From other transportation vehicles	2	—	—	—	1	4	—	—
Into shafts, pits, excavations, etc.	—	—	—	9	1	4	—	—
Into rivers, lakes, seas or harbours	1	17	30	2	5	19	19	—
Other	2	1	—	7	16	9	12	1
TOTAL	6	18	30	28	42	101	50	5

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

				1967*											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	1	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	1
—	1	—	6	—	—	—	—	—	—	—	—	—	1	—	1
—	—	—	14	—	—	—	—	6	3	2	—	—	—	—	11
—	—	1	11	—	—	—	—	1	9	—	1	—	—	—	11
—	1	3	40	—	—	—	3	2	7	4	2	—	1	—	19
—	1	—	13	2	—	—	—	—	5	—	—	—	—	—	7
—	—	1	21	—	—	—	1	2	—	12	1	—	1	—	17
—	—	1	9	—	—	—	1	4	1	—	—	—	—	—	6
—	—	—	15	—	—	—	10	1	—	—	—	—	—	—	11
—	—	—	18	—	7	—	—	6	2	4	—	—	—	—	19
—	—	—	57	—	51	—	—	—	4	—	—	—	—	1	56
—	—	—	38	—	2	—	13	1	11	—	—	—	1	—	28
—	—	—	59	—	6	1	8	8	16	5	4	1	1	1	51
—	2	6	295	2	66	1	36	31	58	27	8	1	4	2	236
—	1	—	27	1	—	—	2	4	1	3	—	—	—	1	12
—	—	—	8	—	—	1	1	2	2	1	—	—	—	—	7
—	—	—	15	—	—	—	—	1	2	1	—	—	1	—	5
—	—	1	17	—	1	—	—	4	2	3	5	—	—	—	15
—	1	—	49	9	3	—	5	2	5	4	2	—	—	—	30
—	—	—	5	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	20	1	6	—	3	7	4	4	—	—	—	1	26
—	2	1	141	11	10	1	13	20	16	16	7	—	1	2	97
—	—	—	29	—	1	—	1	4	1	16	—	—	2	—	25
—	11	7	159	2	2	—	10	26	22	52	14	—	9	11	148
—	1	—	28	—	5	—	—	2	2	32	4	—	3	—	48
—	—	—	21	2	1	24	2	2	12	5	—	—	—	—	48
—	12	7	237	4	9	24	13	34	37	105	18	—	14	11	269
—	2	—	5	—	—	—	—	1	1	1	—	—	—	—	3
—	1	—	20	—	1	—	1	1	1	3	—	—	3	2	12
1	1	—	16	—	—	—	—	2	1	1	1	—	—	—	5
—	—	—	23	—	—	—	2	1	12	2	—	—	1	—	18
—	—	—	12	1	2	—	4	1	4	1	—	—	—	—	13
—	3	—	35	1	—	—	—	4	16	1	1	—	4	—	27
—	—	—	15	—	—	—	—	1	2	1	—	—	—	—	4
—	1	1	9	1	—	—	—	2	1	1	2	—	1	—	8
—	—	—	14	—	—	—	10	—	2	—	—	1	—	—	13
—	3	2	98	—	7	6	8	4	6	14	—	—	3	1	49
—	1	1	50	1	1	—	7	9	10	7	1	—	1	1	38
1	12	4	297	4	11	6	32	26	56	32	5	1	13	4	190

TABLE H-7 — Employment Fatalities by Industry‡ and Type of Accident, 1966 and 1967 (Concluded)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
	1966†							
Conflagrations, Temperature Extremes and Explosions:								
Conflagrations	—	3	—	—	6	1	2	1
Explosions—blasting accidents	—	—	—	1	3	2	—	1
Explosions of coal and/or dust	—	—	—	—	—	—	—	—
Explosions of liquid air, gas pressure apparatus	—	—	—	—	—	5	1	3
Explosions of gasoline and/or oil	—	—	—	1	—	—	1	—
Explosions of chemicals	—	—	—	—	13	—	—	—
Other	—	—	2	1	5	4	1	3
TOTAL	—	3	2	3	27	12	5	8
Inhalations, Contact, Absorptions, Ingestions and Industrial Diseases:								
Exposure to poisonous gases	1	1	1	3	2	1	1	—
Exposure to dust (silicosis, etc.)	—	—	—	29	17	1	—	—
Other	—	—	—	5	4	—	—	—
TOTAL	1	1	1	37	23	2	1	—
Contact with Electric Current:								
Lightning accidents	1	—	—	—	1	2	—	—
Exposure to or contact with electricity	1	—	—	—	9	16	20	1
TOTAL	2	—	—	—	10	18	20	1
Over-Exertion:								
Over-exertion, strain, etc.	—	1	1	1	5	8	11	4
TOTAL	—	1	1	1	5	8	11	4
Miscellaneous Accident Types:								
Violence	3	1	—	—	—	—	1	—
Other	2	1	1	3	6	4	8	3
TOTAL	5	2	1	3	6	4	9	3
GRAND TOTAL	55	110	37	144	220	293	251	59

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

				1967*											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	2	2	17	—	2	—	—	8	2	3	2	—	1	3	21
—	—	—	7	—	—	—	1	—	—	—	—	—	—	1	2
—	—	—	—	—	—	—	15	—	—	—	—	—	—	—	15
—	1	—	10	—	1	—	—	1	2	—	1	—	—	—	5
—	1	—	3	—	—	1	3	3	—	—	1	—	—	—	8
—	—	—	13	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	16	1	—	—	5	10	—	6	2	1	—	—	25
—	4	2	66	1	3	1	24	24	4	9	6	1	1	4	78
—	1	3	14	—	—	—	—	1	5	3	3	—	2	1	15
—	—	—	47	—	—	—	38	18	—	1	—	—	—	—	57
—	1	—	10	1	—	—	3	1	2	—	—	—	—	—	7
—	2	3	71	1	—	—	41	20	7	4	3	—	2	1	79
—	—	—	4	—	—	—	—	—	—	—	—	—	—	1	1
—	—	1	48	2	—	—	3	4	14	15	1	—	2	1	42
—	—	1	52	2	—	—	3	4	14	15	1	—	2	2	43
—	6	2	39	1	—	—	2	2	6	12	7	1	10	4	45
—	6	2	39	1	—	—	2	2	6	12	7	1	10	4	45
—	—	1	6	1	—	—	—	3	3	2	—	1	1	3	14
—	2	2	32	1	—	—	3	6	5	4	4	—	2	2	27
—	2	3	38	2	—	—	3	9	8	6	4	1	3	5	41
1	43	29	1,242	28	99	33	167	170	206	226	59	5	51	35	1,079

TABLE H-8—Employment Fatalities by Industry‡ and Occupation, 1966 and 1967

Occupation	1966†												
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*	*Per Cent of Total*
Farmers and farm workers	51	1	—	—	2	—	1	—	—	—	—	55	4.4
Loggers and related workers	—	79	—	—	5	3	—	—	—	—	—	87	7.0
Fishermen, trappers and hunters	—	—	18	—	—	—	—	1	—	—	—	19	1.5
Miners, quarrymen and related workers	—	—	—	114	—	6	—	—	—	—	—	120	9.7
Craftsmen, production process and related workers	2	10	—	15	145	176	70	20	—	7	3	448	36.1
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	—	—	—	22	84	20	7	—	4	—	137	11.0
Transportation and communication	2	11	16	2	17	12	134	12	—	1	3	210	16.9
Managerial	—	7	—	4	8	4	12	3	—	4	1	43	3.5
Professional and technical	—	1	1	6	5	2	3	1	—	7	2	28	2.3
Clerical	—	—	—	2	5	2	—	—	—	3	—	12	1.0
Sales	—	—	—	—	4	1	1	13	—	—	4	23	1.8
Service and recreation	—	1	2	1	7	3	10	2	1	17	16	60	4.8
TOTAL	55	110	37	144	220	293	251	59	1	43	29	1,242	100.0
Per Cent of Total	4.4	8.9	3.0	11.6	17.7	23.6	20.2	4.8	0.0	3.5	2.3	100.0	—
Workers employed in thousands	544	76	26	121	1,744	499	620	1,180	302	1,622	419	7,152	—
Fatality rate per 10,000 employees	1.0	14.5	14.2	11.9	1.3	5.9	4.0	0.5	0.0	0.3	0.7	1.7	—

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

TABLE H-3 — Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1966 and 1967

Province	1966†					1967*				
	Non-fatal					*Non-fatal*				
	Medical Aid Only	*Temporary Disability*	*Permanent Disability*	*Fatal*	*Total*	*Medical Aid Only*	*Temporary Disability*	*Permanent Disability*	*Fatal*	*Total*
Newfoundland	6,574	4,968	140	29	11,711	5,416	4,678	47	33	10,174
Prince Edward Island	1,121	1,182	14	2	2,319	1,046	1,053	5	14	2,118
Nova Scotia	15,302	9,862	354	34	25,552	14,524	10,080	63	35	24,702
New Brunswick	14,698	9,369	310	57	24,434	15,869	8,437	400	39	24,745
Quebec	**	**	**	310	171,011	**	**	**	248	172,679
Ontario	244,255	104,952	4,759	330	354,296	**	**	**	322‡	374,670
Manitoba	15,208	13,217	490	39	28,954	15,615	13,570	532	43	29,760
Saskatchewan	14,362	11,683	358	104	26,507	14,759	12,252	421	59	27,491
Alberta	31,770	23,508	913	115	56,306	33,521	22,988	1,058	123	57,690
British Columbia	52,542	26,749	1,325	178	80,794	50,235	25,928	1,352	156	77,671

*Preliminary. †Revised. ‡Estimated. **Information not available.

*1967**																
Workers Employed in Thousands	*Fatality Rate per 10,000 Employees*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*	*Per Cent of Total*	*Workers Employed in Thousands*	*Fatality Rate per 10,000 Employees*
552	1.0	25	—	—	—	—	1	—	—	—	1	—	27	2.5	564	0.5
53	16.4	—	80	—	—	1	1	1	—	—	—	1	84	7.8	57	14.7
27	7.0	—	—	32	—	—	—	—	—	—	—	—	32	3.0	26	12.3
63	19.0	—	—	—	128	4	6	1	3	—	1	—	143	13.3	58	24.7
1,864	2.4	1	5	—	26	103	110	63	24	1	12	6	351	32.5	1,924	1.8
345	4.0	—	—	—	—	16	66	13	6	1	6	1	109	10.1	315	3.5
403	5.2	—	7	1	2	17	9	131	10	—	2	2	181	16.8	412	4.4
669	0.6	1	3	—	—	5	9	8	5	2	4	1	38	3.5	693	0.5
876	0.3	1	1	—	8	4	2	5	1	—	2	5	29	2.7	917	0.3
1,007	0.1	—	—	—	—	3	—	1	2	—	1	—	7	0.6	1,038	0.0
480	0.5	—	—	—	1	14	—	2	7	—	—	1	25	2.3	501	0.5
813	0.7	—	3	—	2	3	2	1	1	1	22	18	53	4.9	874	0.6
7,152	1.7	28	99	33	167	170	206	226	59	5	51	35	1,079	100.0	7,379	1.5
—	—	2.6	9.2	3.1	15.5	15.7	19.1	20.9	5.5	0.5	4.7	3.2	100.0	—	—	—
—	—	559	79	25	114	1,756	475	659	1,224	312	1,732	443	7,379	—	—	—
—	—	0.5	12.5	13.2	14.6	1.0	4.3	3.4	0.5	0.2	0.3	0.8	1.5	—	—	—

TABLE H-9 — Employment Fatality Rates, 1966 and 1967

	1966†					
	Number of Fatalities			*Workers Employed in Thousands***		
	Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
A—By Sex and Industry‡						
Agriculture	53	2	55	476	67	543
Forestry	110	—	110	74	2	76
Fishing	37	—	37	26	—	26
Mining	144	—	144	116	5	121
Manufacturing	216	4	220	1,361	383	1,744
Construction	292	1	293	482	17	499
Transportation	250	1	251	530	90	620
Trade	58	1	59	793	387	1,180
Finance	1	—	1	158	144	302
Service	37	6	43	643	979	1,622
Public Administration	29	—	29	324	95	419
TOTAL	1,227	15	1,242	4,983	2,169	7,152
B—By Sex and Occupation						
Farmers and farm workers	53	2	55	487	64	552
Loggers and related workers	87	—	87	53	—	53
Fishermen, trappers and hunters	19	—	19	27	—	27
Miners, quarrymen and related workers	120	—	120	63	—	63
Craftsmen, production process and related workers	446	2	448	1,603	261	1,864
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	137	—	137	324	21	345
Transport and communication	210	—	210	365	38	403
Managerial	41	2	43	591	79	669
Professional and technical	26	2	28	496	380	876
Clerical	9	3	12	343	664	1,007
Sales	23	—	23	300	180	480
Service and recreation	56	4	60	331	482	813
TOTAL	1,227	15	1,242	4,983	2,169	7,152
C—By Sex and Age Group						
15–19	55	—	55	393	321	714
20–24	118	2	120	587	389	976
25–44	601	3	604	2,278	825	3,104
45–64	381	9	390	1,554	590	2,144
65 and over	72	1	73	171	44	215
TOTAL	1,227	15	1,242	4,983	2,169	7,152

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

**Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1967*											
Fatality Rate per 10,000 Employees			*Number of Fatalities*			*Workers Employed in Thousands***			*Fatality Rate per 10,000 Employees*		
Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
1.11	0.30	1.01	28	—	28	486	72	559	0.58	—	0.50
14.86	—	14.47	98	1	99	78	1	79	12.56	10.0	12.53
14.23	—	14.23	33	—	33	25	—	25	13.20	—	13.20
12.41	—	11.90	167	—	167	108	6	114	15.46	—	14.65
1.59	0.10	1.26	169	1	170	1,362	394	1,756	1.24	0.03	0.97
6.06	0.59	5.87	205	1	206	457	18	475	4.49	0.56	4.34
4.72	0.11	4.05	226	—	226	563	96	659	4.01	—	3.43
0.73	0.03	0.50	58	1	59	818	407	1,224	0.71	0.02	0.48
0.06	—	0.03	5	—	5	164	148	312	0.30	—	0.16
0.58	0.06	0.27	51	—	51	684	1,048	1,732	0.75	—	0.29
0.90	—	0.69	35	—	35	338	106	443	1.04	—	0.79
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46
1.09	0.31	1.00	27	—	27	496	68	564	0.54	—	0.48
16.42	—	16.42	84	—	84	57	—	57	14.74	—	14.74
7.04	—	7.04	32	—	32	26	—	26	12.31	—	12.31
19.05	—	19.05	143	—	143	58	—	58	24.66	—	24.66
2.78	0.08	2.40	351	—	351	1,652	272	1,924	2.12	—	1.82
4.23	—	3.97	109	—	109	294	21	315	3.71	—	3.46
5.75	—	5.21	181	—	181	372	40	412	4.87	—	4.39
0.69	0.25	0.64	37	1	38	607	86	693	0.61	0.12	0.55
0.52	0.05	0.32	29	—	29	522	395	917	0.56	—	0.32
0.26	0.05	0.12	6	1	7	334	704	1,038	0.18	0.01	0.07
0.77	—	0.48	25	—	25	309	192	501	0.81	—	0.50
1.69	0.08	0.74	51	2	53	356	518	874	1.43	0.04	0.61
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46
1.40	—	0.77	44	—	44	410	331	740	1.07	—	0.59
2.01	0.05	1.23	148	—	148	617	419	1,036	2.40	—	1.43
2.64	0.04	1.95	468	2	470	2,305	873	3,178	2.03	0.02	1.48
2.45	0.15	1.82	349	2	351	1,590	627	2,217	2.19	0.03	1.58
4.21	0.23	3.40	66	—	66	162	46	208	4.07	—	3.17
2.46	0.07	1.74	1,075	4	1,079	5,083	2,296	7,379	2.11	0.02	1.46

OECD Publications

Adjustment of workers to technological change

How does the worker react to technological change? This problem is discussed in a report released by the Organization for Economic Co-operation and Development titled *Adjustment of Workers to Technical Change at Plant Level.*

The first part of the report deals with the attitudes of workers and employers to technological change. Surrounding economic and social conditions are among the decisive factors in workers' acceptance of, or resistance to change.

The second part of the report examines a series of case studies sponsored by the OECD in eight countries. The object was to study how to co-ordinate technological change and the planning of manpower requirements at plant level. A number of suggestions are made for persuading management to engage in such planning.

The third part of the report gives a broad analysis of adjustment techniques. These are of two main types: adjustments within the firm, and more general adjustments for laid-off workers. The fourth part of the report contains a chapter on co-ordination between programs initiated jointly by the public and private sectors.

The report recognizes the role of trade unions in harmonizing public and private programs for manpower adjustment. They must participate in all stages of planning and implementing the adjustment program, and they must educate their members.

Series of studies

To promote the integration of educational policies with economic and social objectives, the Organization for Economic Co-operation and Development is publishing a series of studies carried out in non-member countries under an OECD program financed by the Ford Foundation.

Two of the studies were undertaken in Argentina and Peru as part of the OECD's program on Human and Scientific Resources for Development. The Argentine report, *Education, Human Resources and Development*, looks at the prospects of the educational system up to 1980, and serves as an outline for educational development plans in other countries. The Peru report, *Human Resources, Education and Economic Development*, serving the same aim, forecasts manpower requirements up to the same year.

The studies hinge on the findings of a separate OECD program, the Mediterranean Regional Project (MRP) which assesses the educational needs and plans of Greece, Italy, Portugal, Spain, Turkey and Yugoslavia, up to the year 1975. A revised and enlarged edition of the OECD report assessing the work of the MRP, *Technical Evaluation of the First Stage of the Mediterranean Regional Project*, forms part of the current series being published.

Two other studies in the series, *Problems of Human Resources Planning in Latin America and in the MRP Countries*, and *Problems of Educational and Manpower Planning in the Arab Countries and MRP Countries*, compare the MRP experiment with planning problems in Latin America and Arab countries. The Latin America report contains the findings of an OECD seminar of experts from seven Latin American states and from OECD countries, held in Lima, before the Argentine and Peru studies were made. The Arab countries report, covering an OECD seminar held in Beirut, deals with manpower needs, the structure of the active population, and educational expansion in this area.

Vocational education

Under the title *Vocational Education*, the Organization for Economic Co-operation and Development has published a summary of information concerning the organization and formulation of programs of vocational education. The book was written by Roger Grégoire, Conseiller d'Etat, Chairman of the Board of the *Fonds de la Formation Professionnelle et de la Promotion Sociale* (France).

The book shows that present trends in the evolution of educational systems in schools have a profound effect on vocational education. It points out that general education must be integrated with vocational training, and take into account the cultural, social and economic needs of each country.

The book is available in Canada through the Queen's Printer.

Job opportunities

Reducing Seasonal Unemployment in the Building Industry is the title of a new book published by the Organization for Economic Co-operation and Development. It is the fourth study in the series "Developing Job Opportunities."

The book discusses the changing postwar setting and the factors that have led to needs and possibilities for eliminating or reducing seasonal fluctuation in the building industry. The report surveys the technical means, the administrative methods and the financial incentives that have been developed in the OECD member-countries during the postwar period.

In addition, the report discusses special ways of regularizing activity in the industry and of ensuring a steady income for its workers; and it also contains studies concerning the methods used in certain countries to eliminate seasonal unemployment in the building ndustry.

The book is available in Canada through the Queen's Printer.

Only one strike in Switzerland in 1967

Only one strike took place in Switzerland during 1967. Sixty-five employees took part, resulting in a loss of 1,960 man-days.

In each of the two previous years, there had been two strikes in Switzerland. These strikes resulted in the loss of 163 working days in 1965, and 62 working days in 1966.

ILO budget increased to $27.5 million

The 171st session of the Governing Body of the International Labour Office examined and approved the program and $27.5 million budget of the International Labour Organization for 1969, the year that will mark the 50th anniversary of the ILO.

During 1969, the ILO will carry out the final phase of its plan to decentralize its services into most of the areas of the world. It will also increase its technical co-operation activities in such fields as rural development, industrial development and youth employment and training.

In the work undertaken by the ILO to help its member states in satisfactorily utilizing their human resources, the accent will be put on a program of employment development.

The ILO's 1969 budget represents an increase of 7 per cent from the 1968 budget, which was $25,680,000. In addition, the ILO is charged with administering other funds, most of which are provided by the United Nations Development Program. The resources of the ILO for 1969 will total about $50 million.

abour gazette

Government
Publications

Canada Department of Labour/August 1968



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1966. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. $1.50. Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. $2.50. Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. $1.25. Cat. No. L41-768.

(Continued on inside back cover)

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Cover Photograph

A craftsman at an aircraft plant in Montreal fashions a part for a wind tunnel model. How job design adapts the work to the worker is dealt with in "Ergonomics," on p. 478.

NFB photo

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50 Years Ago

From the Labour Gazette
August 1918

White railway workers laid charges of discrimination. A union secretary was arrested for idleness. Ontario machinists held their first convention. Shorter hours were established for munition workers. A women's division was added to U.S. Department of Labor.

White dining car employees complained of discrimination when the Canadian Pacific Railway Company decided to hire only Negroes for this service, the LABOUR GAZETTE reported in its August 1918 issue. The Negro workers were imported from the United States.

A board of enquiry was established to look into the charge. It was composed of Hon. Mr. Justice W. A. Macdonald, Vancouver; Victor R. Midgley, Vancouver, on behalf of the employees; and E. A. James, Vancouver, as spokesman for the railway.

In its defence, the company said that white dining car attendants were becoming increasingly difficult to secure and to keep. But the representatives for the displaced workers said that the new policy was decided between April 19 and May 22, 1918, after the company had discovered that the dining car employees were joining the Brotherhood of Railway Employees.

In the light of the Board's investigation, some of the workers were re-engaged, others promoted, and a small number placed in other positions within the company. The Board concluded that, although coloured workers were brought into Canada to replace white employees in this field, it was not an act of discrimination against the union. The report was never formally accepted by either party, but the inquiry was reported as having had a beneficial effect. There were no work stoppages.

* * *

The question of whether a man hired as a secretary for a union could be arrested for not being gainfully employed was settled by the Supreme Court of Alberta.

The defendant had come to the United States from Russia, and had worked in various occupations in the U.S. and Canada before his arrest at Exshaw, Alta., shortly after an order in council was passed to suppress idleness. Three weeks before his arrest, he had been hired at a salary of $20 a week to collect dues, and to get new members for an organization of unskilled workers known as the Federal Workers' Union of Canada.

In quashing the conviction, the judge pointed out that the order in council was intended to prevent able-bodied persons from remaining idle at a time when the country most urgently needed the service of all available human energy.

Possibly because of his Russian origin, allegations against the accused hinted at communist activities. He was arrested on the request of a manufacturer at Exshaw, who asked to have him investigated.

"He was picked up and taken by the Provincial Police to Calgary," the judge said, "and the impression I get from the evidence is that a prosecution under this order in council was an afterthought and that he was not arrested in the first place for an infringement of it."

Continued the judge: "No organization of any scope can be maintained without officials and paid servants. The Law Society of Alberta, of which the magistrate and the prosecuting and defending counsel are members, needs to have a paid secretary. I should be surprised to hear it suggested that ... the secretary of the United Farmers of Alberta, or of the Canadian Manufacturers' Association is not engaged in any useful occupation and is liable to conviction under this law. But it is possible, of course, that to a certain aristocracy of labour, some reluctant recognition is to be extended by that class of the community that exercises the social privilege of 'recognizing' other people of other classes.

"If 'skilled' labourers organize themselves into labour unions, and by the means of united action succeed in getting themselves 'recognized' to the extent of having representatives in cabinets and legislatures, then, of course, we must reconcile ourselves to it with a sigh," he said, "but when it comes to 'unskilled' labour, to men who merely dig sewers (although we really must have sewers for the enjoyment of the refinement of our social life), or to men who merely shovel coal and cut wood (although these are also necessary to our comfort), it seems according to the tenor of the evidence in this case, that these men must work separately and alone." And, he added, if they attempted to organize themselves any official whom they employed was open to conviction under the order in council.

The judge ruled that the applicant was entitled to costs, as against the informant the Provincial Police and the Crown which appeared and prosecuted.

* * *

The first provincial convention of the machinist unions in Ontario was held in Toronto on July 20 and attended by more than 100 delegates. The convention discussed wages and working conditions generally, and sought ways to make them uniform throughout the province.

* * *

Scientific data, collected in Britain during the year, supported the view that hours provisionally recommended for munition workers were too long and could be reduced without loss of production.

A committee studying the health of munition workers had provisionally recommended in January 1916 that the average weekly hours of employment for

en should be limited to between 65 to 67 r men, and to 60 for women, as pre-ribed in the Factory and Workshops ct, 1901. It had recommended also that ght employment of girls under 18 should limited as much as possible, and urged at boys under 16 should not be em-oyed for more than 60 hours a week or night.

In its final report in 1918, the com-ittee pointed out that the system of ginning work at 6 a.m., with a break half an hour for breakfast, was a istake and that only a few could put in eir best work before having a proper eal in the morning. It suggested that e best time to start work was after eakfast at 7 or 8 a.m.

The committee believed that many omen and young persons could not be nployed profitably on continuous work r the full five hours allowed by the actory Act. Employers frequently al-wed short intervals for rest and re-eshment in the afternoon, and also in e morning. The committee suggested at all workers should be allowed peri-dic holidays, preferably of several days ıration.

When World War I began, Sunday bour was widely adopted in the hope increasing production, but it proved nclusively to be unpopular and un-onomical, and did not achieve the sired effect. When Sunday labour came necessary, a system of relief shifts as suggested so that no individual orked more than six days in the week.

Night work was open to serious con-cture, even for men. It had been illegal r women and girls for over 50 years. he committee concluded that continuous ght work was less productive than ternate day and night shifts, and re-ommended that it should be stopped as on as practicable.

The committee pointed out that proper nd adequate food was essential to in-ustrial efficiency. Many workers did not et suitable food because of the distance their homes from the factory, night ork, domestic difficulties, and ignorance proper nutrition. It conceded that the nly satisfactory way of providing suitable od economically, for large numbers at nvenient times, would be to establish dustrial canteens. At the end of 1917, ere were about 840 canteens in munition orks and docks. The committee was nvinced that the canteens had prevented serious breakdown under the strain of ar conditions, and had contributed to creased efficiency, energy and cor-sponding production.

* * *

A Women's Division was added to the nited States Department of Labor in 1918. Its immediate task was to develop policies and devise methods by which the services of women could be used effectively in war production, and at the same time prevent their employment under injurious conditions. Because of its policy-making function, the new division was to be represented by its chief, Mary Van Kleek, on the Labor Policies Board.

* * *

The usual weekend trek to the grocery store in July 1918 cost the average house-holder $13, an increase of 23 cents over the June figure. On the way back to his six-room house, which he rented for $18 a month, he might stop to chat with his neighbour about the high cost of living, and how the same foods on his grocery list would have cost $11.62 in 1917; $8.46 in 1916, and $7.42 in 1914.

The increases for the month were in meat, eggs and potatoes, with slight de-creases in milk and dairy butter.

Depending on whether he lived in P.E.I. or Ontario, a sirloin steak cost from 30 cents to 45 cents a pound, with a Canadian average of 40 cents a pound. And if peas were his favourite vegetable, he could pick up two tins for about 23 cents. If he lived in Quebec or Nova Scotia, fresh eggs cost 40 or 60 cents a dozen, the Canadian average being 49 cents a dozen.

Potato-lovers could buy 90 pounds for from $1.80 to $2.73; white bread averaged 7 cents a loaf, and butter cost 45 cents a pound. On the average, it was less ex-pensive to have a coffee break than a tea break. Coffee was 44 cents a pound, tea 60 cents, and sugar about 40 cents. If he didn't like either coffee or tea, the con-sumer could drink milk, at only 11 cents a quart.

* * *

Perhaps one of the reasons why the song, "I Enjoy Being a Girl," was not composed in 1918 had to do with the employment practices of 50 years ago. If you were a factory girl in Manitoba before August 1918, your services could be bought for as little as $5 a week.

When it seemed that Heaven would not protect the working girl, the Manitoba Minimum Wage Board announced a minimum wage for women and girl em-ployees in foodstuff factories. Under the new schedule, the lowest wage paid to unskilled girls under 18 was $7 a week and, skilled girl workers had to receive at least $10 a week. But for reasons known only to the Board, if you were a skilled worker in a pickle, macaroni or vermi-celli factory, $9.50 was your starting salary.

News Briefs

Safety Code regulations now in force

The recruiting of technical staff to supervise safety inspection under the Canada Labour (Safety) Code (L. G., Feb. 1967, p. 82) is now well under way, the Accident Prevention Division of the Department's Accident Prevention and Compensation Branch announced recently.

Preliminary discussions have been held with provincial safety authorities con-cerning the employment of their inspec-tion services in the federal field of jurisdic-tion. Discussions have been held with some of the other federal authorities with which the Accident Prevention Division shares a responsibility for employment or public safety. Surveys are being con-ducted to identify and assess the inspec-tion, educational, training and research resources that might be usd to support the various programs of the division. Regulations applicable to the coal mines of the Cape Breton Development Corpo-ration have been developed. Other regula-tions currently under development include those pertaining to boilers and pressure vessels, to passenger and freight elevators, to general industrial safety and to grain elevators.

The real work of the division and its operational role have hardly begun, but the extent of co-operation received so far from both the governmental and industrial sectors gives good assurance of the eventual success of the division's pro-grams.

Department of Labour raises assistance to Labour College

The Labour College of Canada has received an increase of $3,000 in financial assistance from the Canada Department of Labour. The increase, which is in the form of bursaries, has raised the Depart-ment's contribution to $8,000.

The bursary recipients, Neil Pollock, Caledonia East, Ont., Donald E. Bott, Kitchener, Ont., and G. W. Firmin Reimitz, Breakeyville, Que., will spend eight weeks of the summer at the Montreal college.

Mr. Pollock is a member of Local 506, Labourers' International Union; Mr. Bott is a member of Local 80, United Rubber Workers; and Mr. Reimitz is a member of Local 879, Brotherhood of Locomotive Firemen and Enginemen.

The three men are among 64 other students from Canada and overseas

studying the social sciences and receiving specialized instruction in the theory and practice of trade unionism.

The Labour College of Canada is operated by the Canadian Labour Congress and jointly supported by Montreal and McGill Universities, the federal Government and various Canadian companies. It was chartered in 1963.

B.C. proclaims Bill 33 and names mediators

Part IV of British Columbia's Mediation Commission Act—Bill 33 (L. G., July, p. 392)—was proclaimed in April, along with certain other sections of the Act.

The first members of the Commission were named on May 30, and they took office on June 15. The commissioners will serve for an initial term of seven years.

The appointment of members to the Mediation Commission, and the appointment of other officers and staff, are provided for in Part IV. Once the Commission is appointed, the necessary facilities are to be provided to enable it to carry out its duties under the Act.

This part of the Act relates to the constitution, administration, jurisdiction, procedures and powers of the Commission. The members are required to devote full time to their duties, and have authority to employ highly skilled mediators to assist labour and management in resolving their disputes, as well as experts having special or technical knowledge.

The Commission has exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under the Act. In addition, it is empowered to inquire into any matter referred to it by the provincial Minister of Labour, including matters concerning economic growth, labour-management relations, productivity, problems of adjustment, industrial research and technology research. The results of these inquiries will be used to assist in improving the means of disseminating industrial and labour information, among other matters, in order to maintain or secure industrial peace and to promote conditions favourable to the settlement of disputes.

The other sections of the Act that have been proclaimed all deal with amendments to the Labour Relations Act of British Columbia. These amendments are designed to bring it into line with the new Act.

Mr. Justice John Parker, 56, a Supreme Court judge in Whitehorse, Y.T., was appointed Chairman of the Mediation Commission at a salary of $42,500 a year.



Mr. Justice Parker

Mr. Justice Parker spent 14 years in Yellowknife as a lawyer, prosecutor and, later, defense counsel. He was elected in 1954 as a member of the Northwest Territories Council, and in 1958 he was appointed judge of the Yukon Territorial Court. He was also a member of the Courts of Appeal of both the Yukon and the Northwest Territories.

The other Commission members are Penrod Baskin, 57, an area supervisor for the United Steelworkers of America for British Columbia and the Yukon, and David R. Blair, 62, President of the Pulp and Paper Industrial Relations Bureau. Both will receive a salary of $40,000 a year.

Mr. Baskin, a native of B.C., spent his early working life in the forest industry. As a smelter worker in Trail, he joined the United Steelworkers of America. He was elected President of his local, and later rose through the union's ranks to his present position of area supervisor.

Mr. Blair lives in Vancouver, where he entered the investment and securities business in 1927. He formed his own company, but left it in 1952 to take up his present position as President of the Pulp and Paper Industrial Relations Bureau.

UAW suspended from AFL-CIO

The 1,400,000-strong United Auto Workers Union was suspended from the parent body, American Federation of Labor-Congress of Industrial Organizations, on May 15, as a climax to a two year feud between Walter Reuther, UAW President, and George Meany, AFL-CIO President. The UAW was, up until this time, the largest union in the federation.

The AFL-CIO suspended the UAW because of its failure to pay union dues to the federation, which amounted to more than $1 million a year, or 10 per cent of the federation's funds. The UAW was three months in arrears at the time of suspension, and the AFL-CIO constitution calls for automatic suspension of any union that is three months delinquent. The UAW could be reinstated after paying up its back dues.

At its recent convention in Atlantic City, N.J., in early May, the UAW voted to place its dues to the federation in escrow, pending possible settlement of Mr. Reuther's criticisms of the federation under the leadership of Mr. Meany. Mr. Reuther has repeatedly charged that the federation is stagnant, that it fails to be a progressive force on racial integration and that it fails to organize unorganized workers, especially grape pickers in California. He has criticized Mr. Meany's policies from wages to water pollution. Mr. Meany and Mr. Reuther were two of the principal founders of the AFL-CIO 13 years ago.

Mr. Reuther had given the AFL-CIO until December 15 to call a convention to discuss his charges against the administration of the parent body, and suspended the dues as a move to pressure the AFL-CIO. He threatened to disaffiliate the UAW after this date if the convention had not been called.

Mr. Meany retorted that the AFL-CIO membership has increased by 14 per cent in 3½ years. In January 1968, the membership was 14,951,000. He resisted the UAW financial pressure to call the open convention, and instead invoked the constitution to expel the rebel union. Mr. Reuther, at the same time, lost his last remaining post in the federation as President of the 6,000,000-member Industrial Union Department, which comprises about 60 unions. He was succeeded by I. W. Abel, President of the United Steelworkers of America, at a June 14 union election.

The UAW, according to rumours within the labour movement, may work out an alliance with the 1,500,000-member International Brotherhood of Teamsters, which was expelled in 1957 when Mr. Meany ordered Jimmy Hoffa, the Teamsters jailed President, to clear up his union or get out. Mr. Reuther has appealed to other unions to join his cause. At this time, labour observers say, he has not made it clear whether or not he wants them to split with the AFL-CIO to form a rival federation of unions.

urt retires from UAW and McDermott takes over



George Burt



Dennis McDermott

George Burt, Canadian Regional Director of the United Automobile Workers of America, retired from office after 29 years service in that post. His retirement took place at the union's 21st Constitutional Convention of the international union, which took place last May in Atlantic City, N.J.

Born in Toronto, Mr. Burt received his primary and elementary education there and became a journeyman plumber. During the Depression of the 1930s, he came to Oshawa and secured a job as a torch solderer in the body room at the General Motors Ltd. plant. It was this section of the plant that became the hub of the organizing efforts that led to the chartering of Local 222 of the UAW in 1937.

During his term of office, UAW membership in Canada has grown from 5,000 in 1937 to more than 90,000.

Dennis McDermott, 44, succeeded Mr. Burt as Canadian Regional Director of the UAW.

Mr. McDermott is a member of Local 439 of the UAW, and he has held several positions in the Local—recording secretary, district council delegate, chief steward, and other posts. He was elected as a Vice-President of the Ontario Federation of Labour at its 1966 Convention, and he has held key positions in both the OFL and the Canadian Labour Congress for a number of years.

Mr. McDermott has assumed responsibility as chief negotiator in the agricultural implement section of the UAW. Required to act as chief trouble-shooter for the Toronto area, he has been involved in numerous sets of negotiations involving every section of the union. He served for 18 months on the Ontario Labour Relations Board as a labour member from 1964.

.C. interior woodworkers ıake wage gains

About 4,000 woodworkers in the interior industry in British Columbia, who ere holding out for wage parity with oodworkers in the coastal section of .C.'s forest industry, settled their seven-ıonth strike in May.

Their hourly base-wage rate will rise om $2.26 to $2.98 by late 1969 — rep-esenting a 72-cent wage gain over 26 ıonths.

Among the fringe benefits gained was ıe elimination of the 13-cent wage fferential between male and female orkers in the plywood industry. Another ause allows workers to include time on rike as part of the minimum of 200 days mployment needed to qualify for vaca-ons.

.C. professor vins labour fellowship

The $13,700 Canada International abour Fellowship for 1968 has been warded to a University of British olumbia professor, the Department of abour announced in June. Prof. Martin leissner, Department of Anthropology nd Sociology, won the fellowship to udy the economic, industrial relations, ocial and other aspects of labour at the nternational Institute for Labour Studies n Geneva.

B.C. carpenters get two-year 74-cent increase

Carpenters in British Columbia have signed a contract giving them a 37-cent-an-hour wage increase for each year of a two-year contract. It is expected to set the pattern for other contracts between contractors and carpenters throughout the province.

Carpenters will now receive $4.88 an hour, foremen carpenters $5.53, millwrights $5.13 and foremen millwrights $5.81. About 118 major general contractors and 8,000 construction carpenters and millwrights in B.C. are involved in the settlement.

Arnold J. Smith, President of the Brotherhood of Carpenters and Joiners, said that more than 90 per cent of the 1,900 men who voted were for accepting the contract. "Some of our members were disappointed that we didn't obtain a shorter workday (than the present 7½ hours) but, on the whole, we think it's a fair settlement."

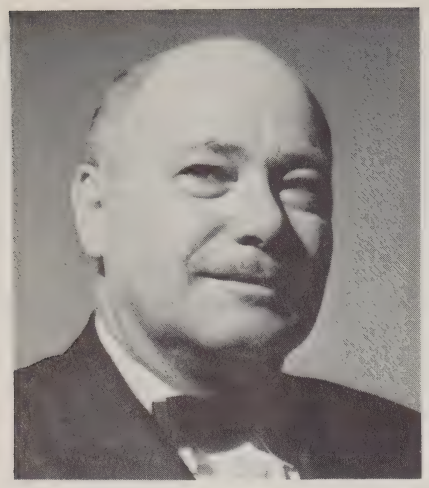
New Labour Centre opened in Toronto

A new Labour Centre was opened in Toronto on June 21. A centennial building project, it was planned as headquarters for the Ontario Federation of Labour, the Canadian Labour Congress in Ontario, the Toronto and District Labour Council, and any other trade union organizations interested in renting space. It will also be used as an educational and research centre for all unions in the province.

Over 200 people, including leaders of the Ontario government and opposition parties, the Ontario Department of Labour, elected officers of the CLC, the OFL and their affiliates, and civic officials were invited to attend the opening.

The eight-storey structure has an auditorium that can seat 500.





Harold B. Hamm

Assistant Director named to Labour Standards Branch

Harold Bristol Hamm was appointed Assistant Director of the Labour Standards Branch of the Department on May 13.

Born on December 21, 1917, in Ernestown Township, Ont., Mr. Hamm was educated at Napanee Collegiate Institute, and attended a business course at the Kingston Business College.

He saw service with the RCAF from September 1939 to October 1945, when he was discharged with the rank of Flying Officer.

From November 1945 to November 1965, Mr. Hamm served in various supervisory and managerial positions with B. F. Goodrich (Canada) Limited. He joined the Public Service of Canada in November 1965 and was Chief of the Labour Standards Branch field office in Vancouver until his latest appointment.

UIC raises ceiling on exemptions

About 400,000 Canadians, whose salaries are between $5,460 and $7,800, lost their exemption from unemployment insurance payments when the Unemployment Insurance Commission lifted the coverage ceiling of $5,460 on June 30. The exemption had been in effect since 1959.

The Commission said that insured persons whose salaries rise above the new ceiling would qualify to continue coverage as voluntary contributors.

Weekly contributions, which previously ranged from 20 cents to 94 cents, now range from 20 cents to $1.40. A half-week contribution of 10 cents is still used where the employee's earnings are less than $20 a week. New benefit rates will start at $13 a week and go up to $53. The previous minimum and maximum were $6 and $36.

Benefit rates established before June 30 were not adjusted. New rates will gradually go into effect as the unemployed person builds up his benefit rate according to his new contribution.

British Ministry of Labour gets new name, new Minister

The Ministry of Labour in Britain has a new name and a new leader. Now called the Department of Employment and Productivity, it is headed by Mrs. Barbara Castle, 57, former Minister of Transport, who was also named First Secretary of State.

Mrs. Castle is now responsible for the Government's contentious prices and incomes policy. The Prices and Incomes Bill passed the crucial second reading in the Commons with a Government majority of only 35, and many MPs gave Mrs. Castle the credit for its passing.

B.C. labour leader retires this month

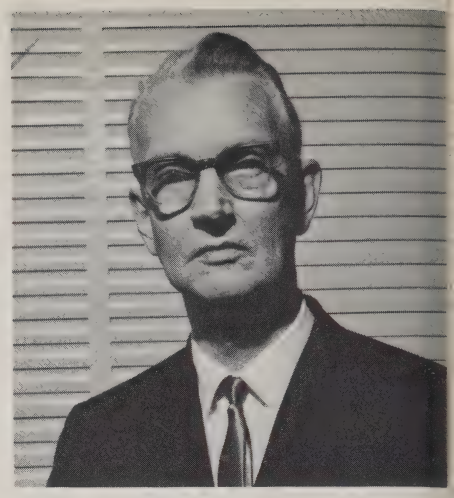
A veteran British Columbia labour leader, William Black, announced that he is calling it quits this month.

Mr. Black is business manager of the B.C. Hospital Employees Union, which represents all hospital employees in the province covered by contracts of the Canadian Union of Public Employees. He announced his retirement at the biennial convention of his union, held during June in New Westminster.

A Vice-President of the Canadian Labour Congress for the Pacific region from 1962 to 1966, Mr. Black retired at the CLC's 1966 constitutional convention in Winnipeg.

Now 63, he told the convention that he had planned to retire at the age of 60. At that time, however, he was engaged in the 1967 negotiations for the union with the B.C. Hospital Association, and was unable to leave. During his career, he held office in practically every segment of the broad labour movement, from local to national level.

All but four B.C. hospitals have delegated their bargaining authority to the B.C. Hospital Association, which conducts the negotiations with the B.C. Hospital Employees Union.



Horace Pettigrove

Senior conciliator retires from Department

Horace R. Pettigrove, a widely known labour conciliator of the Canada Department of Labour, retired in May after 2(years service with the Department. He was the senior federal conciliator of the Conciliation and Arbitration Branch in the Atlantic provinces, with headquarters in Fredericton, since 1942.

Mr. Pettigrove assisted Judge Ivan C Rand in the settlement of the 1946 strike at the Ford Motor Company in Windsor. It was during this settlement that the now-famous Rand Formula (L. G. 1946 p. 123) for checkoff of union dues was devised. He again assisted Judge Rand as a labour relations adviser to the 196(Rand Royal Commission on Coal (L. G 1960, p. 1117).

Mr. Pettigrove headed the Canadian delegation to the International Labour Organization's Coal Mines Committee held in 1949 in Pittsburgh. He was ar adviser to the Government delegation to the 36th general conference of the ILO in 1953, and he headed the Canadian delegation to the ILO Textiles Committee in 1955 in Geneva.

Mr. Pettigrove was assigned in 1966 to investigate problems concerning the application of the terms of the Canada Labour (Standards) Code to the water-borne shipping industry in Newfoundland. His experience with labour and management negotiating teams was put to good use in working out a settlement that avoided a potentially costly work stoppage of the Newfoundland ferry service in 1967.

Labour Standards Conference



The Chiefs of Field Offices and headquarters personnel of the Labour Standards Branch, Canada Department of Labour, met from June 17 to 21 inclusive at the Canadian Emergency Measures College in Arnprior, Ont., to discuss and review the Canada Labour (Standards) Code, Fair Wages legislation and other matters of mutual concern, including the development of a management philosophy. Front row: A. E. Long, Ottawa; C. J. Quinn, Ottawa; G. E. Hotchkiss, Chief, Fair Wages Division, Ottawa; Miss J. L. Lacombe, Ottawa; B. H. Hardie, Director, Ottawa; L. M. Noel, St. John's. Middle row: W. E. Sproule, Chief, Standards Division, Ottawa; G. A. Carrier, Ottawa; A. L. Leonard, Montreal; H. B. Hamm, Assistant Director, Ottawa; A. J. Powers, Fredericton; A. Gordon Bruce, Ottawa; Back row: F. J. Bayer, Halifax; D. K. Deyell, Ottawa; W. J. C. Burr, Ottawa; B. W. Dodd, Edmonton; C. A. Frey, Winnipeg; J. W. McAteer, Toronto.

Director-General Waisglass addresses labour statistics conference

What changes must be made to reduce violence and enlarge opportunities for all citizens, particularly the poor, the powerless and the disinherited to participate fully in changing, adapting and revitalizing our institutions?

The question was posed in a keynote address delivered by Harry J. Waisglass, Director-General, Research and Development, Canada Department of Labour, to the North American Conference on Labor Statistics held in Richmond, Va., on June 17.

Mr. Waisglass said that there is a need to discover new and revitalized forms for citizen participation with government in the improvement of urban life.

"Government will have to find ways to provide financial support and leadership training without dominating voluntary groups or destroying their vitality, initiative and capacity for creative and independent thinking."

What changes must be made, he asked, to create new institutions for resolving community conflicts over rights, interests and expectations, and for the improvement of the quality of urban life?

In the main, he said, involvement in the social, economic and political environment takes the shape of a concrete, tangible expression of rising expectations. People expect an economy to be managed wisely in order to provide full employment, rising incomes for all, a more equitable distribution of income and leisure, and expanding opportunities for creative work and play. And they look for job security and income security, while at the same time expecting change that will be exhilarating, stimulating and rewarding.

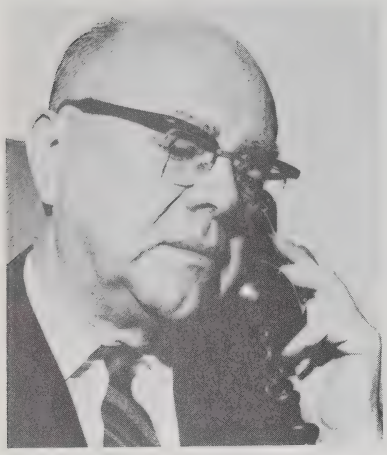
Mr. Waisglass accused economists of having been concerned almost exclusively with the quantitative problems of production, while failing to face or to grip the fundamental problem of distribution.

"Thus we find ourselves, after decades of a rising momentum of social expectations, still fumbling and unsure in the face of the root problem demanding solution—the equitable distribution of income in our societies."

Mr. Waisglass suggested that, to maintain their effectiveness and influence and the confidence of society, economists and statisticians had a priority need to develop new tools to assist the community in solving its social problems.

"I believe it is not far from the truth to suggest that society is no longer satisfied with the traditional economic efficiency answers," he said. "They want more and better answers compatible with their rising expectations—and they want them soon."

Is There a Place For the Labour Court In Canada?



Judge René Lippé



Prof. Harry Arthurs



Prof. C. Roy Brookbank

Of late, there has been much discussion concerning the advantages and disadvantages of establishing a labour court in Canada.

Although Canada does not have a system of labour courts, several other countries, principally in Europe, do. These vary in flexibility of function and administration from non-intervention to compulsion.

Teamwork in Industry, a monthly paper published by the Labour-Management Consultation Branch of the Department, arranged for a telephone discussion between Judge René Lippé, District Judge of the Province of Quebec, Prof. Harry Arthurs, Associate Professor of Labour Law at Osgoode Hall Law School, and Prof. C. Roy Brookbank, Department of Commerce and School of Business, Dalhousie University, to discuss the feasibility of establishing a labour court in Canada. This dialogue is excerpted from the April issue of *Teamwork*. The speakers considered the pros and cons of labour courts.

Judge Lippé, although he had not made a thorough study of either labour courts or labour tribunals, expressed some of the objections toward them that he had heard from representatives of both employers and unions in Quebec. "The question is whether labour courts are a necessity, and what improvements they might bring; then divide the matter into conflict of law and conflict of interest." As far as he was concerned, the problem of conflict of interest is a complex one. There are problems concerning the union's right to strike and, on behalf of both unions and employers, pay determination by a third party. He didn't think that the parties would like that.

He had fewer reservations in connection with conflict of law. But labour, especially the international unions in Quebec, will ask: "Why should we change when we have arbitration tribunals that are labour courts of sorts? Why should we proceed with our conflicts of law before an arbitrator who will be imposed upon us when we can choose arbitrators and pay them ourselves?"

Prof. Brookbank said: "This clearly illustrates one of the basic problems when we ask, 'Why should we not have labour courts in Canada?' It surrounds the definition of a labour court, and what its functions would be. There are various kinds of labour courts in different parts of the world. The Swedish labour court, for example, is quite a different animal from the labour court in Australia. It would be difficult to get any kind of agreement on whether or not such a system would be good for Canada until it's been clearly decided what the function of a labour court would be."

Prof. Arthurs concurred with both of those remarks. "Certainly all of the European labour court systems are performing work roughly equivalent to that of our arbitration boards and, to some extent, our labour relations boards. None of them are compulsory arbitration tribunals dealing with interest disputes on the Australian model. So what we would be doing is displacing arbitration boards, and possibly labour boards.

"Now, the real risk is that they would

ɔe displacing the distinctive jurisprudence hese bodies have built up. We would run he risk of creating instead something that nuch more closely resembles the general aw, which is, as I think most everyone grees, inappropriate to resolving labour ontroversies."

Prof. Arthurs then pointed out that, if abour courts in Canada followed the European model, they would deal with ights disputes, rather than interest isputes.

Prof. Brookbank pointed out that, in weden, the labour court only deals vith disputes that arise from collective greements. "But the initiative for taking grievance to that stage still rests — as it oes in Canada — with the interested arties. The court does not have any nitiative of its own.

"The existence of a labour court in weden has produced a number of things vorth considering: for one, impartial and erhaps more balanced decisions on the rbitration level. The court is composed of eople experienced on the labour side, on ne management side and in law. There is ome suggestion that, with the conti-uity of this group, the decisions are made n a considered and objective way which, erhaps, is not altogether the case in anada, where more arbitration is on an *d hoc* basis."

Prof. Arthurs remarked that the case oad of the Swedish labour court is oughly thirty cases a year. "It does its ost effective work not by adjudicating t all, but by a form of informal conciliа-on of grievance disputes and rights isputes prior to adjudication. Now, in ntario, just to give you some compara-ve figures, about twelve hundred arbi-ation awards are handed down annually. f we were to expect the same kind of case oad out of a Canadian labour court it eems to me we would be inviting a much ore rigid, much less sophisticated form f decision making than you receive in weden where every case is, of course, a recedent and there's time for mature eflection and it's a very statesman-like xercise."

Judge Lippé interjected: "Yes, but on't you think it is a matter of balance of onveniences? Don't you think the end esult of labour courts in connection with onflicts of law would be to stabilize the ecisions? I would say that might be on ne credit side of it."

Prof. Arthurs said: "I make that a very efinite debit. First of all because I don't ink industrial relations values are ready to be stabilized. I think there is as yet too much disagreement between labour and management and, for that matter, between the parties and the public. We are not ready for a system to be created.

"Secondly, it seems to me that the system and the problems that it throws up are always changing, so that a system which tended to produce precedents would stifle the parties. I think it would create more friction than it would dissipate."

Judge Lippé asked if it would be better for all concerned to have some stabilization in connection with some decisions.

Prof. Arthurs thought that decisions are best made in the context of specific relationships and in response to specific problems and values as times change. He preferred to see the utmost flexibility in terms of the decisions that are made; rather than continuity, and rather than stability.

Prof. Brookbank found himself between the two positions in terms of stability versus flexibility. "Perhaps these problems could be resolved — and now I'm speaking in a broader context than labour courts — if we had a continuing relationship between the two key groups, enabling them to cope with change in terms of good communication and good problem-solving on a continuing basis.

"As things stand now in Canada, because labour and management lack opportunity for a continuing dialogue on the national level, the kind of flexibility that is desirable might become disastrous. On the other hand, I would be very sorry to see rigidity develop in any system at this point."

Both Judge Lippé and Prof. Arthurs agreed.

Prof. Arthurs gave a few illustrations. "In the garment industry, which has a history of arbitration going back to 1919 — it's not by compulsion of law, of course, but by agreement of both parties — they've developed a very informal form of arbitration. No witnesses are called, the whole thing is done by experienced people who know each other, and they have a permanent chairman. They've developed a system which works very well for them. You go into a large manufacturing concern, an aircraft company or an automobile company, and you have almost a replication of court processes, because that's the kind of relationship those people want. To try and impose a manufacturing style on a garment industry, or the garment industry style on, say, an automobile plant would, I think, be disastrous for both of those relationships."

Concerning continuing dialogue on the national level, Prof. Arthurs believed that the successful labour court system depends on central labour and management bodies who appoint the partisan members of these courts and who also have the right of audience before them. "Sweden doesn't have the multiplicity of collective bargaining relationships we have in North America. Sweden has centralized bargaining, and centralized formulation of the ground rules. I would think that would be a terribly difficult thing for us to accomplish."

Then the three summed up their opinions.

Judge Lippé called for a full investigation of the subject, which would provide a task force to meet with representatives of employers and of unions to study this problem in depth.

Prof. Arthurs disagreed. "I think that the parties themselves can come near to making the kind of adjudicative mechanism that they think best suits their purposes. I would favour as much variety, as much experimentation and as much tailoring of the adjudication machinery to their needs as the parties feel they can come up with. So I would be inclined to oppose a general labour court." He cited the experience of the Ontario Labour Court in 1943 and 1944, which performed the function now performed by the Labour Relations Board. "It was actually a branch of the High Court of Ontario, and the experience of people who appeared before it and argued cases was most unsatisfactory."

Prof. Brookbank did not view a labour court on the European pattern as taking on any essentially new development in Canada. He believed that primarily it would be up to organized labour and employers to look at this in some depth and decide for themselves to either support or deny such a concept. "Constitutionally, it may be impossible for us to develop a labour court which represents all of Canada. It may be much more feasible to think about this kind of development, if it's desirable, on a provincial level." He agreed with the view of Prof. Arthurs to preserve flexibility. "At times, however, I fear that extremes of flexibility may allow people in power positions to take fairly strong action on the basis of expediency. If this becomes abuse of flexibility, it may deny us the kind of flexibility that we really need. In the long view, this might be much less desirable than a labour court."

Wage Parity for Canadian Workers

Several union groups this year have included demands for wage parity in cont-act negotiations. This has sparked a controversy concerning what it means for the Canadian economy: fair wages for workers, or unemployment and inflation?

WAGE parity for Canadian workers is a collective bargaining issue that has cropped up frequently during 1968 in a number of contract negotiations covering workers in several Canadian industries.

Much has been discussed in the past two decades concerning attempts to introduce pay scales for Canadian workers that are comparable with rates paid to American workers performing the same job duties. During the past year, however, real progress was made in the move to introduce wage parity for workers in Canadian firms.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America fought for and won wage parity provisions in their 1968 contracts with the Big Three auto-making companies of Canada: Ford, Chrysler and General Motors.

UAW members are asking for similar wage benefits from Massey-Ferguson Ltd., North American Operations. Similar contract demands are being made in the Canadian plants of the rubber industry. The demand for wage parity has also been taken up by bus drivers, Air Canada pilots, and even by workers within different sectors of Canadian industry, such as the British Columbia forestry industry, where the interior workers want parity with coastal workers.

The subject of wage parity remains controversial.

Meaning of Parity

One of the problems is understanding what is meant by "wage parity." For the UAW, the term refers to dollar parity based on par values of the Canadian and United States currencies. Hence, Canadians will receive the same amount in Canadian dollars as Americans receive in American dollars. This means that, even with wage parity, there remains a 7.5-per-cent differential due to the lower exchange rate on the Canadian dollar.

In addition, the purchasing power of the Canadian dollar is less than that of the American dollar because of the difference in structures and productivities within the two economies. The amount of this difference is impossible to determine, because it is bound up with the problem of regional disparities within each of the two economies.

In the auto making industry, the unions sought parity for all of their Canadian members with workers in Detroit. In the rubber industry, however, there is a differential between pay scales for workers in various U.S. and Canadian plants.

In the farm machinery industry, "parity" means dollar parity minus a proportionate amount to compensate for transportation costs of products and material, which are higher in Canada. This, the unions argue, enables the company to pay the higher unit labour costs incurred through the introduction of wage parity, yet still maintain a competitive business position vis-à-vis firms in the U.S., who pay lower transportation costs on their finished products.

Another issue deals with the length of time that wage parity for workers in the same industry in each country will remain in effect. This situation suggests that the companies and unions must negotiate a formula that will link the two pay scales, so that, as wages in one country rise, wages in the other will rise by a proportionate amount.

UAW Parity Contracts

The contract between Chrysler and UAW in Canada was ratified on February 1, 1968 following a 12-day strike (L. G., July, p. 397). It will be in effect from November 17, 1967 to September 15, 1970 to coincide with the agreement covering Chrysler autoworkers in the U.S. Provision is made for negotiating a single international agreement covering UAW workers in both countries at that time.

Wages were not an issue in this contract, because Chrysler in Detroit had earlier agreed to parity for the company's Canadian employees. The contract provides that parity will be introduced in stages and will be achieved by June 1, 1970.

The UAW contract with General Motors was ratified on March 28, 1968, to be effective from November 6, 1967 to September 14, 1970, the same date as for American UAW workers with Chrysler. Wage parity is to be introduced in five steps beginning in June 1968 and completed by June 1970. Commenting on the issues involved in the agreement, E. H. Walker, President of General Motors of Canada, said that the company offered wage parity conditional upon revisions that would bring certain Canadian work practices into line with those in the industry in the U.S. This would have introduced the problem of parity of machinery use to boost the productivity of Canadian workers to the level achieved by their U.S. counterparts.

The Ford agreement was ratified on April 23, 1968 after a seven-day strike by UAW members against the company.

The contract is retroactive to December 1, 1967, and grants wage parity with U.S. Ford workers by 1970, coupled with the same fringe benefits granted under the Chrysler and GM agreements.

"Parity Premature"

The central issue in the dispute between the UAW and Ford was the company's demand for parity of work practices. Karl Scott, President of Ford of Canada, declared that the company had never disputed the principle of wage parity, but fought it on the grounds that it was premature at this time.

In the automotive industry, there is a Canada-United States Automotive Agreement, which provides a tariff pact covering automotive parts being exchanged between the two countries. The effect of this pact is to make the automotive industry a single, continental industry. The unions contend, therefore, that there should be no differential between pay scales of Canadian and U.S. workers performing the same work, because there is no corresponding difference in market costs for the manufactured products.

The companies argue that Canadian plants in the industry achieve lower economies of scale. These result because older plant equipment is used in Canada, work procedures differ widely from those used in U.S. plants, and Canadian plants are designed to handle a lower volume of production. Until these difficulties are overcome, wage parity is "premature."

"Increased Productivity"

Not so, says the UAW. George Burt, recently retired Canadian Director of the UAW, told delegates to the 1967 collective bargaining convention of the union in Detroit that, between 1964 and 1966, shipments of automotive products from the United States had increased by about $632 million, whereas shipments from Canada to the United States had increased by about $124 million. Between these two years, the total automotive trade in both directions had tripled.

"In Canada," said Mr. Burt, "whole new plants have been built and others have been completely renovated to produce vehicles and parts, largely for the U.S. market. The new plants have made use of the most modern and efficient production machinery available, with a corresponding increase in the productivity of the workers in the plants." The vast expansion, which has opened up the combined U.S.-Canadian market to plants in both countries, removes "the last shadow of justification" for the continuation of wage differentials between the auto industry plants in the two countries, Mr. Burt said in his statement.

"Illusory Concept"

Speaking about wage parity in his report to the 97th annual convention of the Canadian Manufacturers' Association, J. C. Whitelaw, CMA Executive Vice-President and General Manager, remarked that "wage parity under present conditions is an illusory concept." One of the goals of the CMA, as stated in Mr. Whitelaw's report, is to achieve a high standard of living, which "must be predicated upon our being able to compete on equal footing with other countries in terms of productivity, costs and markets." The report calls for wage increases being based on justifiable economic grounds, although it does not describe what these grounds might be.

Some economists in this field maintain that a widening of the productivity gap between Canadian and U.S. manufacturing workers is making the goal of wage parity steadily more unrealistic. They show that any move toward wage parity unaccompanied by a closing of the productivity gap would lead to severe inflation, slower growth or higher unemployment.

That inflation is caused by increases in wage rates has been the charge of many opponents of wage parity. Research into this issue appears to be based on subjective interpretation of the statistics. When the economy is operating at a high level of capacity, productivity declines as the economy reaches the peak of the cycle. No one knows how close we are to the peak, but certain indications are apparent. Present statistics pertaining to the Canadian economy show that unemployment is increasing and production is leveling off. Prices should level off, but they are still rising. This indicates the pattern of a cost-push inflationary condition. Increased wage rates through wage parity could aggravate this condition, but there is no evidence that they would do so any more than other kinds of wage increases. But the question remains: How significant is the relationship between wage parity and inflation?

Fears have been expressed in several quarters that wage parity for Canadian automotive workers may have the result only of assuring and strengthening the job security of American UAW members, while increasing job insecurity for Canadian members of the same union. Competitive disadvantages then result, these persons predict.

An example of work practices that differ in Canadian industry from those of American industry is found in the General Motors plants in Oshawa. E. H. Walker, President of GM, points out that the Oshawa plants have an outdated system of use for their manufacturing equipment, because assembly lines close down for a half-hour break to give employees rest and washup periods during each work turn. The U.S. "competitors" don't do this, because work shifts are rotated in such a way that the lines do not need to be shut down. What is needed here, the company says, is higher use of manufacturing equipment by Canadian workers.

The Canadian workers in 1946 won the right to take two 15-minute coffee breaks during the shift, which means that they work 7½ hours a day on the average. They are reluctant to relinquish this benefit. In the American plants, some workers spell off others while they take their rest breaks, and production is continuous. Some auto making plants, especially Ford's Oakville plant and GM's Ste. Thérèse plant, are more modern and more productive in the sense that they are the most recent plants to be built. They also have rest break shut-downs.

Productivity Differences

Economists who have compared Canadian and American productivity show several reasons for the differences in rates:

- a higher percentage of the American population is employed because the U.S. has more women workers per capita;
- Americans, on the whole, have more formal education;
- American industry spends as much money on research and development as it does on capital investment, whereas Canadian industry spends only one tenth as much on research and development as it does on capital investment;
- American industry spends twice as much on new machinery and equipment as it does on new construction; Canadian industry spends about the same amount on each.

The Economic Council of Canada estimates that the productivity of Canadian workers is 30 to 36 per cent lower than in the U.S. In spite of the large disparity, this figure compares favourably with the productivity levels of other countries when these are compared with the U.S. levels. In Sweden, for example, productivity is 40 per cent lower; in West Germany, 60 per cent lower; and in Britain, 80 per cent lower.

Canadian subsidiaries of American companies are demanding that the gap between the productivity levels of the two countries be narrowed. A future article of the LABOUR GAZETTE will examine the productivity issue more closely.

The issue of productivity is very much up in the air in the farm machinery industry. To avoid the issue of lower productivity and higher unit labour costs created by wage parity for

their workers, Massey-Ferguson has threatened to move its Canadian plant to the U.S. The company revealed last spring that the Canadian operations are now in a loss position. This will likely continue to be the position throughout 1968 and probably into 1969.

Although these operations are only a small part of the world-wide organization, the Canadian position had a significant impact on the decline in the rate of earnings of Massey-Ferguson. About 80 per cent of Massey-Ferguson's North American production workers are employed at Brantford and Toronto.

Massey-Ferguson argues that wage parity would destroy its competitive position in the U.S. market. It estimates that the cost of parity, over and above the benefits now offered, would be about $6 million a year. The book value of plant and equipment in Canada is in the neighbourhood of $30 million, and, in the event of any move, much of this could be recovered through salvage and sale of land. Therefore, the period of amortization to cover the cost of moving would be less than five years. The Verity Plants and the old section of the Toronto works—foundry would have to be replaced by new plants, even if the move does not occur.

The North American Combine factory in Brantford was built about three years ago, and more than 2,000 of Massey-Ferguson's employees work there. The total number of wage earners in Brantford is about 22,000. A strike by the UAW against Massey-Ferguson began in mid-April, and was not yet settled at the time of writing. The strike fund paid single workers $20 a week, married workers $30 week, regardless of the number of dependents.

Rise in Real Output

In a 35-page brief submitted to the Royal Commission on Farm Machinery in January 1968, the Canadian Labour Congress noted that, between 1962 and 1965, output in the farm machinery industry rose for each man-hour by 35.4 per cent, or 10.6 per cent a year. Output for each employee increased by 44.3 per cent at a rate of 13 per cent annually.

During the same period, the brief continues, real output in the industry rose by 99 per cent, and value added in manufacturing increased by 95.9 per cent. Wages and salaries went up by only 54.6 per cent, however. At the same time, profits and other non-labour costs for the finished product were nearly tripled, increasing by 195.9 per cent. As a result, unit labour costs during this period actually dropped by more than one fifth, although profits and other non-labour costs for each unit increased by about one half.

In contrast, the brief observes, unit labour costs in the U.S. were almost unchanged, and unit profits rose by only 5 per cent, although there was no marked difference in prices between finished products manufactured by Massey-Ferguson in Canada and products of other farm machinery companies in the U.S. (These estimates were based on data from the Dominion Bureau of Statistics.)

Difficulties in Rubber

In the Canadian rubber industry, talks have been conducted between the United Rubber Workers and two major rubber companies, the Goodyear Tire and Rubber Co. Ltd. and Firestone Tire and Rubber Co. Ltd. These companies together employ roughly 3,900 employees in Hamilton, New Toronto and Bowmanville.

The wage parity issue in the rubber industry is more complex because rates in the U.S. rubber industry vary between plants within a company. Wage parity is being sought with workers in Akron, Ohio, the rubber centre of the U.S. The current gap between the Canadian and Akron rates is about 90 cents an hour, and future increases in the U.S. could raise the difference by an additional 30 cents.

An additional complicating factor is that skilled tradesmen in the rubber industry want to widen the wage gap between themselves and production workers, which is now 10 cents an hour.

Workers at Firestone in Hamilton staged a brief strike lasting four days in May. Workers at Goodyear in Etobicoke and Bowmanville went out on strike for several weeks.

Wage Parity Achieved

Employees of Colonial Coach Lines Ltd., of Toronto, last April won parity with wage rates paid by Greyhound Bus Lines in the Eastern United States. The contract was ratified in April, retroactive to November 15. The three-year agreement, negotiated by the Canadian Brotherhood of Railway, Transport and General Workers, covers 350 employees in Toronto, Ottawa and Montreal. Other than seasonal fluctuations, there has been no reported increases in bus fares as a result of the contract.

Some labour observers are asking, "What's all the fuss about? Some industries have paid wage parity for years."

The largest and economically most significant Canadian industry now paying wages comparable to those in the U.S. is pulp and paper. The equalization of rates for workers on the coast of British Columbia occurred quietly in small bits. Union membership in the International Woodworkers of America is about 28,000. The Canadian wages of a west coast pulp and paper labourer last year were $2.85 (Canadian) an hour, whereas the U.S. labourer in the west coast industry got $2.825 (U.S.).

B.C. coastal woodworkers now get $2.76 (Canadian) an hour, which amounts to more than parity with Washington and Oregon workers, who get an estimated $2.69 (U.S.) an hour. There is a 50-cent differential for interior woodworkers, but these workers recently negotiated a settlement that will grant them a base wage rate of $2.98 by fall 1969, a 72-cent wage gain over 26 months. In some eastern Canada areas, wages for equivalent labour are less than half the wages paid in B.C.

The basic steel industry in Ontario last year paid a worker in the lowest Canadian steel mill job classification $2.85 (Canadian) compared with $2.445 (U.S.) for a similar worker at the U.S. Steel Corporation. The United Steelworkers of America, with 130,000 Canadian members, maintain agreements offering parity rates with all but one of the Canadian steel mills.

In the Canadian tobacco industry, the average wage rate is higher than the American rate. In 1950, the pay for Canadian tobacco workers was significantly lower than in the U.S. One reason for the large increase is that the Canadian industry is centred in a high wage area, whereas the U.S. industry is in a much lower wage area.

Electrical workers with Canadian General Electric Co. Ltd. in Montreal, went on strike last year for wage parity with Ontario workers. And Canadian air line mechanics, members of the International Association of Machinists and Aerospace Workers, in their recent contract negotiations, won wage rates that were very close to those paid to U.S. workers. Other examples of near-parity are to be found in the oil and shipping industries in Canada, covering oil workers and Seaway dockworkers.

CLC Viewpoint

Shortly after his election as President of the Canadian Labour Congress, Donald MacDonald was asked for his views on the wage parity issue. "There seems to be an impression abroad that labour officially at this time is seeking parity with American wages on an overall basis. And this is just not

so. We know the economic facts of life. In the automobile industry, I think that parity is justified. How can it be otherwise, with a common market? The workers don't control the productivity difference," he pointed out.

Mr. MacDonald's view is that the 7.5-per-cent difference in the exchange rates of the U.S. and Canadian currencies offsets the productivity gap. Although unit costs depend to a large extent on volume and market of the finished product, this is not so in the automobile industry, where there is only one continental market, he said. Therefore, the CLC is asking for parity in areas where market conditions justify it.

So many factors apply, such as differences between markets, that it would be impossible to introduce it in all industries. "But there are many industries where parity is applicable. In some industries, the profit margin is so huge and the labour cost factor so small that, even though there is a great difference in productivity, as measured by the criteria that we have, the introduction of parity would mean very little to these employers." Mr. MacDonald made particular reference to the oil and chemical industries.

The CLC's position is, "Workers have always accepted that what they could bargain out of their industry was what they could get." Therefore, he indicated, parity settlements would not create a situation of wage imbalance between parity industries and labour-intensive industries that are far behind in wage scales.

Some labour economists say that parity will come as a result of market forces. Where productivity justifies it, and both parties are strong and well organized, it is inevitable. As more industries reach the productivity levels of their U.S. competitors, they too will face the same demands, one economist said.

But still the debate continues, as more vocal demands are being made for wage parity to give the workers a fair wage, and as opponents of the issue fight it down to prevent the higher unemployment and inflation they associate with higher unit labour costs.

The Human Aspect of Change



J. M. Callaway

Controversy over the Freedman Report continues. Two recent articles, one by labour and one by management, point out that the gap between viewpoints respecting its recommendations is still wide.



W. T. Wilson

TECHNOLOGICAL advances in Canadian railroading have led to reorganization of work procedures and practices to effect a change from manpower to cybernetics. Accompanying this change has been displacement of workers whose jobs have been rendered obsolete.

Protests against the way in which run-throughs were introduced by Canadian National Railways, combined with the fears of the consequences on train crews led to wildcat strikes at Wainwright, Alta., and Nakina, Ont., in 1963. It was these illegal walkouts that precipitated the Freedman Industrial Inquiry Commission (L. G. 1966, p. 4), which proposed recommendations designed to cope with the problem of introducing technological and other change without adversely affecting the workers.

In an article titled "Forward from Freedman" in the winter 1967 issue of *The Business Quarterly*, published by the School of Business Administration, University of Western Ontario, London, W. T. Wilson, Vice-President of Personnel and Labour Relations, Canadian National Railways, discusses agreements reached with railway unions to cope with problems arising from technological and other change.

Mr. Wilson focuses on the problem of change, and in

particular on management responsibility for the management of change. He points out that "it is the human aspect of change that most often causes delay." The need is for an "integrated solution" that both facilitates change and minimizes the adverse impact on employees.

Mr. Wilson quotes the unanimous report of a conciliation board that dealt with a dispute affecting the Brotherhood of Railroad Trainmen in 1966. That board reported "basic agreement" between the company and the brotherhood on the "railway's right to determine and effect technological innovations" and on "negotiations between the union and the railway on protective conditions to apply to affected employees."

The board reported also its inability to reconcile differences over the *modus operandi* of resolving such protective conditions "in the absence of mutual agreement." It is the solution to the problem of the *modus operandi* that Mr. Wilson claims has been reached by the company and several unions on an agreed clause dealing with technological change.

Mr. Wilson disagrees with Mr. Justice Samuel Freedman's recommendation to submit the charge itself to negotiation, because it gives the unions the right to decide whether or not a technological or other change should be made. From the obverse viewpoint, he mentions the difficulty facing a union in having to choose between giving formal agreement to the introduction of a technological change that could adversely affect some of its members, or insisting that a change be delayed, and thus having it mixed up with other bargaining procedures. He cites, from his own experience, an incident in which a union refused to participate in a joint study of measures to minimize the impact of a shop closure upon its employees, because it did not wish to compromise its opposition to the closure.

After quoting written CN policy, dated 1963, dealing with several ways "to minimize the impact of work force adjustments on affected employees," Mr. Wilson analyzes the technological change clause in recent agreements made between the company and several unions. These unions represent three groups of non-operating employees and the locomotive engineers.

The provisions of the clause in these agreements specify that:

- the company will give at least 60 days notice of any such proposed change, and not less than 90 days notice if employees concerned must relocate;
- the company and unions will negotiate measures to minimize the adverse effects on employees, including severance, loss of wages, moving expenses, travelling expenses, retraining, and seniority;
- fixed times will be allowed for each stage of negotiations so that there is no undue delay in reaching a decision;
- the referee's decision will be final and binding;
- the referee participating in an unsettled dispute will confine his decisions "to measures for minimizing the adverse effects or change," and he will not decide any question respecting "change that affects working conditions" or "right of the company to make change."

Mr. Wilson calls this a step forward from the Freedman recommendation in that "it provides for the essential flexibility in inventing new solutions to new problems." He believes that this clause recognizes the right of management to introduce technological and other changes while at the same time recognizing the obligation of management and unions to negotiate for a final decision to minimize the adverse effects of such change.

Sharp disagreement to this proposal was registered by J. M. Callaway, Special Representative of the Brotherhood of Railroad Trainmen in a rebuttal appearing in *Trainman News in Canada*, March 1968, published by the Brotherhood of Railroad Trainmen. In his polemic, Mr. Callaway charges that the agreement does little more than set out for employees a notice period of when a material change is to be made.

He states that there is a well-established precedent for negotiations concerning severance, loss of wages, moving expenses, and other items mentioned in the agreement as negotiable topics for company and unions. He does not describe this procedure.

He asserts, however, that "it is economically advisable for management to allow these expenses, as it often means the difference between keeping trained employees and retraining a new staff."

Under the agreement, as pointed out above, an arbitrator cannot decide upon issues concerning whether a given change is material, or whether it should be made. Mr. Callaway rebukes the railway companies for not sharing with the unions the decision as to whether or not a change should be made, because such change affects the core interests of the workers directly involved in such a decision.

He asks: "Who is to determine whether the change is material?" Management, he points out, retains the right to make these decisions, which is acknowledged by the unions' participation in the agreements. He takes sharp issue with this view, calling instead for a "parity" arrangement that would compel the company and the unions to accept equal responsibility for the economic and social consequences of change.

Mr. Callaway concludes that, only when management and unions become equal partners in the examination and introduction of work changes, "will labour-management relations genuinely go forward from Freedman." To accomplish this, he contends, legislation must be enacted to give effect to Mr. Justice Freedman's recommendations.

Employment Fatalities

First Quarter, 1968

The department has received reports on 177 employment fatalities that occurred in Canada during the first quarter of 1968. During the previous quarter, 279 fatalities were recorded. This is 98 more than the previously published total of 181 (L. G., April, p. 216). In the first quarter of last year, 257 fatalities were recorded—46 more than the preliminary figure of 211 (L. G., Sept. 1967, p. 572).

During the quarter, four multifatality accidents brought death to 14 workmen. In February, five loggers died in a two-truck, head-on collision when the driver lost control on an icy road near Quesnel, B.C. In the same month, three construction workers drowned in the Ottawa River when their overloaded truck went through the ice; and three mining technologists died in an aeroplane crash near Peace River, B.C. Three coal miners were killed in March when struck by a mine car in a Glace Bay, N.S., coal mine.

Four industry divisions accounted for 72.9 per cent of the total number of fatalities.* Of the total, 37 occurred in construction, 33 in transportation, 31 in manufacturing and 28 in mining. The remaining 27.1 per cent were distributed in other industry divisions as follows: forestry, 9.6 per cent; trade, 6.8 per cent; public administration, 5.6 per cent; service, 4.5 per cent; and fishing, 0.6 per cent. No fatalities were reported in agriculture.

The 25-44 age group accounted for 53.7 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 29.9 per cent, and the remaining 16.4 per cent were distributed among other age groups as follows: 20-24 age group, 11.9 per cent; 65 and over, 2.8 per cent; and 14-19 age group, 1.7 per cent.

Four occupational divisions accounted for 78.0 per cent of the fatalities: craftsmen, production process and related workers, 30.5 per cent; transportation and communication workers, 21.5 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 13.6 per cent; and miners, quarrymen and related workers, 12.4 per cent.

The distribution of the remaining 22.0 per cent among other occupational divisions was as follows: loggers and related workers, 10.2 per cent; service and recreation, 5.1 per cent; managerial and professional, 2.2 per cent each; sales occupations, 1.7 per cent; and fishermen, 0.6 per cent. There were no fatalities recorded for farmers or clerical workers.

Three accident-type categories accounted for 66.1 per cent of the total number of fatalities. These were: collisions, derailments, wrecks, etc., 24.9 per cent; struck by different objects, 22.6 per cent; and falls and slips, 18.6 per cent. The remaining 33.9 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 11.3 per cent; conflagrations, temperature extremes and explosions, 6.2 per cent; miscellaneous accidents, 5.1 per cent; over-exertion, 4.5 per cent; inhalations, absorptions and industrial diseases, 4.0 per cent; and contact with electric current, 2.8 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 67.6 per cent of the total number of accidents in construction, and 51.5 per cent in transportation. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 48.6 per cent of the fatalities that occurred in construction, and 61.3 per cent of those in manufacturing. Transport and communications workers accounted for 66.7 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 53.0 per cent of the fatalities in forestry and 27.3 per cent in the transportation industry were the result of the victim being struck by different objects; 45.5 per cent of fatalities in transportation were the result of collisions, derailments, wrecks, etc.; and 43.2 per cent of fatalities in construction were the result of falls and slips.

During the quarter under review, there were 65 fatalities in January, 73 in February and 39 in March. By province, the largest number of fatalities, 59, occurred in Ontario; in British Columbia there were 39, and in Alberta, 35.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

*See Table H, p. 516.

The Technological Gap

In Canada

Canada is lagging behind in its efforts to fully develop its scientific and technological capabilities, indicates a special study prepared by the OECD Scientific Affairs Directorate, and reported in the April issue of the *OECD Observer*.

The study, which consisted of a general report on technological gaps between member countries, an analysis of the gaps, and a series of sector studies in different branches of the manufacturing industry, places the United States well ahead in general education effort, particularly in terms of the stock and output of university-trained people. It has a well-trained body of managers in private industry, and its graduates are more likely to enter management positions than in Europe. The U.S. has also a substantial lead in the output of pure science graduates that only Britain can approach in relative terms.

A surprise revelation of the study is the number of Ph.D. degrees in both France and Britain. These countries together have as many doctorates in pure science as the U.S., and more surprisingly still, the European effort in technological education surpasses the U.S. effort in both relative and absolute terms.

The report indicates that Britain is placing strong emphasis on the production of scientists and technologists. Generally speaking, the proportion of educational effort devoted to science and technology combined is higher in Europe than in the U.S.

These findings on scientific and technical manpower "clearly pose the question whether European countries are devoting sufficient resources to research activities and to investment in the research-intensive industrial sectors to derive maximum benefit from their relatively large educational effort in science and technology," the article states. The findings suggest also that the U.S. should consider whether it is building up higher scientific and technological education sufficiently to meet the demands of industry and government.

Europe is losing approximately 2,000 scientists and engineers annually. "If, as these figures suggest, there is an imbalance between the supply and utilization of scientists and engineers within and between industrial countries, this may be at the heart of the problem of the 'brain drain'," the article states.

In research and development, the gap between the U.S. and Europe is very wide, both in absolute terms and when expenditure is expressed as a proportion of national product. In 1964, the U.S. devoted 3.4 per cent of its GNP to research and development; the economically advanced European countries devoted 1.5 per cent; Japan 1.4 per cent; and Canada a mere 1.1 per cent. But the combined efforts of the four Western European countries (Britain, France, Germany, The Netherlands) show some closing of the expenditure gap between 1958 and 1964, the U.S. index of Gross National Expenditure on research and development rising by a quarter, and that of the European countries by well over 40 per cent.

In key research-intensive industries such as aircraft, electrical and chemical, which are primary areas of growth and opportunity, the disparities in research and development are even more revealing. The U.S. spends 46.4 per cent of its research and development expenditures in this area. Britain spends 41.3 per cent, Belgium 40.9 per cent, Germany 39.7 per cent, France and Japan both 33.7 per cent, The Netherlands 35.7 per cent, Sweden 33.6 per cent, Italy 28.7 per cent, and Canada 24.6 per cent. Only Austria and Norway, at 23.2 per cent and 16.8 per cent, spend less than Canada on the research-intensive industries.

"Licensing, foreign investment and the brain-drain should be seen in the broad context of technological development and exchange under modern conditions," the OECD article declares. "The efficient exploitation of advanced technologies calls for both technological resources beyond national boundaries and access to markets that are international in scope. This, added to the mobility of the factors of production (essentially knowledge, qualified manpower and capital), leads to a new emphasis in international exchange.

"Flows of manpower, investment and knowledge are undoubtedly beneficial to all countries, but in this new situation, some countries are experiencing problems which affect the development of their own technological capabilities."

Grain handlers win 50-cent increase over two years

Grain handlers employed at elevators in Vancouver and New Westminster, B.C., have ratified a two-year contract calling for a 50-cent hourly wage increase. Terms of the new contract call for a 25-cent-an-hour increase retroactive to December 1, 1967 with another 25-cent-an-hour increase to become effective on December 1, 1968.

Before the last contract was signed in 1965, the 550 grain handlers were on strike for two months. But D. S. Tysoe, chief conciliation officer for British Columbia, successfully mediated a dispute between the Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and United Grain Growers, Ltd., Pacific Elevators Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Ltd.

The new contract calls for improvements in the welfare plan, overtime, and hours of work. The parties agreed also to establish basic plans covering automation, job security, and supplemental employment benefits.

U.S. files 100 lawsuits under Equal Pay Act

The United States Department of Labor has filed 100 lawsuits in equal pay cases against employers who are not conforming to certain requirements of the Equal Pay Act of 1963.

This Act, which is an amendment to the Fair Labor Standards Act, prohibits an employer from practising wage discrimination among employees of the opposite sex. It provides that every employer having employees subject to the Act must pay equal wage rates within an establishment to men and women performing under similar working conditions, who are doing equal work on jobs requiring equal skill, effort and responsibility.

Most of the defendants in these cases are attempting to justify pay differentials on the grounds that 'heavy lifting' on the job warrants a higher pay for men. They are also using other 'state protective legislation' relating to women workers — such as limited hours of work, and the rest period and seating requirements — as excuses for not alloting equal pay.

The 'heavy lifting' excuse is also being used to discriminate against women in hiring policies, even though women have been performing the same kind of work as the men in certain plants for years.

Price Indexes

Consumer, May 1968

The consumer price index (1949 = 100) increased by 0.1 per cent to 154.2 at the beginning of May from 154.1 at the beginning of April. It was 4.1 per cent higher than the May 1967 level of 148.1.

The food index declined by 0.6 per cent to 148.9 from 149.8, but was 3.6 per cent higher than in May 1967. Many staple foods, including fresh milk, butter and cheese, remained unchanged in price, while bread, sugar and egg prices declined slightly. Lower prices were recorded for a number of meat items, especially beef.

Fresh fruit and vegetable prices increased, with higher quotations for grapefruit, bananas and apples, celery, onions and tomatoes. There was a marked decline in the price of lettuce.

The housing index rose by 0.3 per cent to 157.1 from 156.6 and was 4.4 per cent above the May 1967 level of 150.5. Rents increased by 0.3 per cent. Home-ownership costs continued to advance, while prices for home furnishings showed little change.

The clothing index declined by 0.4 per cent to 135.8 from 136.3. Sales on many articles accounted for decreases in all categories of wearing apparel.

The transportation index rose by 0.1 per cent to 161.0 from 160.8. The only major increase was one of approximately 10 per cent in domestic air fares. Partially offsetting this increase were declines of 0.2 per cent in prices of new automobiles and gasoline.

The health and personal care index rose by 0.4 per cent to 197.8 from 197.0. Higher prices were recorded for pharmaceuticals, most toiletries and for men's and women's hairdressing.

The recreation and reading index advanced by 1.2 per cent to 174.2 from 172.1, as a result of higher prices for cinema admissions, camera film, bicycles and some toys.

The tobacco and alcohol index edged up 0.1 per cent to 141.1 from 140.9, reflecting higher tobacco and cigarette prices in several cities.

Group indexes a year ago in May were: food 143.7; housing (shelter and household operation) 150.5; clothing 131.9; transportation 157.2; health and personal care 191.0; recreation and reading 166.6; tobacco and alcohol 127.9.

City Consumer, May 1968

Between April and May, consumer price indexes advanced in five regional cities and city combinations, declined in two, and remained unchanged in three. Movements ranged from an increase of 0.4 per cent in St. John's to a decrease of 0.2 per cent in Vancouver.

Food indexes rose in four cities, declined in four, and were unchanged in two. The housing index increased slightly in all cities except Montreal, where it declined 0.1 per cent.

The clothing index, because of many May sales, declined in five cities, remained unchanged in two and advanced slightly in three. Higher domestic air fares contributed to a rise in the transportation index in seven cities; slight declines in automobile prices outweighed these increases in some western cities.

The health and personal care index advanced in all cities, reflecting higher prices for most pharmaceuticals and many personal care items. The recreation and reading indexes and the tobacco and alcohol indexes registered mixed movements across the country.

Regional consumer price index point changes between April 1968 and May 1968 were as follows: St. John's +0.6 to 135.0*; Saint John +0.5 to 149.3; Ottawa +0.5 to 153.0; Saskatoon-Regina +0.5 to 144.5; Winnipeg +0.4 to 149.4; Halifax remained at 145.7; Montreal remained at 152.0; Edmonton-Calgary remained at 144.5; Toronto −0.1 to 155.5; Vancouver −0.3 to 148.0.

Wholesale, May 1968

The general wholesale index (1935-39 = 100) was 254.3 in May, 0.6 per cent higher than the April index of 252.8. Prices increased for five commodities, decreased for nine and remained unchanged for 16.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 3.0 per cent to 257.7 from 250.1 in the three-week period May 3 to May 24. The animal products index moved up 3.7 per cent to 325.9 from 314.3, and the field products index advanced 1.9 per cent to 189.5 from 186.0.

*On base June 1951 = 100.

U.S. Consumer, April 1968

The U.S. consumer price index (1957-59 = 100) rose by 0.3 per cent from March to April. The index in April was 119.9, which was 4 per cent higher than a year ago.

Price increases were recorded for food (including restaurant meals) 0.3 per cent; clothing (including infants wear, sewing materials, jewellery and apparel upkeep) 0.7 per cent; housing (including hotel and motel rates, home purchase and other home-owner costs) 0.3 per cent; and health and recreation, 0.4 per cent. The only major price category to show no change was transportation, at 119.0. Lower prices for new cars and gasoline balanced off increases for used cars and transit fares.

British Retail, March 1968

The British index of retail prices (January 16, 1962 = 100) was 122.6 at March 19, compared with 122.2 at February 20 and 118.6 at March 21, 1967.

The rise in the index during the month was due to higher prices for most national morning and Sunday newspapers and for fresh green vegetables, the prices of which vary seasonally.

The index for foods, the prices of which are affected by seasonal variations, rose by more than 1 per cent to 122.1, compared with 120.7 in February. For the food group as a whole, the index rose slightly to 122.1, compared with 121.8 in February.

As a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group rose by less than one half of 1 per cent to 114.7, compared with 114.4 in February.

The group index for miscellaneous goods rose by about 2 per cent to 120.1, compared with 117.6 in February, mainly as a result of increases in the prices of most national morning and Sunday newspapers.

In the remaining seven groups, there was little change in the general level of prices.

Working Conditions In Canadian Industry, 1967

A new definition of the reporting unit has been introduced with the publication of the Canada Department of Labour's 1967 survey of *Working Conditions in Canadian Industry* (Queen's Printer, L 2-15/1967 $2).

The survey still covers most of the conditions surveyed in the 1966 report (L. G., Nov. 1967, p. 686): hours of work, number of paid holidays, vacations with pay, private pension plans, group life insurance and collective agreements. In addition to these, the 1967 survey covers paid bereavement leave, paid jury-duty leave, shift and weekend pay rates and separation pay provisions offered to industrial workers in Canada.

The reporting unit, however, is now defined as the operating unit capable of reporting all elements of basic industrial statistics. In addition, the cutoff size has been redefined as firms with 20 or more employees in any of the preceding 12 months. Previously, the definition was "usually having 15 or more employees."

In addition, a different system has been adopted for purposes of classification by industry. The 1960 Standard Industrial Classification (SIC) system replaces the one in effect since 1948.

All major industrial areas are covered by the survey with the exception of the industrial divisions of agriculture, fishing and trapping and construction. Within the forestry division, only logging is covered. Within the other industry divisions covered, certain industries are now shown separately, but are included in the division total.

The industries for which working conditions are shown are the same as the industries published in *Wage Rates, Salaries and Hours of Labour*, another publication of the Canada Department of Labour (see inside front cover.)

The alignment of the industrial coverage in these two publications, and the adoption of the 1960 SIC system, means that the industrial coverage shown in the 1967 report on working conditions differs only in a small degree from that of 1966.

The number of units reporting non-office employees in the 1967 survey was 21,410, and the number reporting office employees was 22,556. The number of non-office employees included in the survey this year was 2,257,042 compared with 1,989,593 in 1966. The corresponding numbers of office employees were 1,107,-209 in 1967 and 980,710 in 1966.

Information is based on conditions prevailing in the last normal pay period preceding April 1, 1967. If abnormal conditions prevailed, such as temporary shut-downs or strikes, firms were asked to report for the last preceding normal pay day. This reporting period is one month earlier than the May date used in past surveys of working conditions.

The survey mailing list was enlarged in 1959 by approximately 6,000 reporting units, bringing it to a total of 20,000 units. The units added had come into existence since the last revision or had attained the minimum size (15 employees) used for survey purposes.

Further revisions have been made from year to year, since 1959, in order to take these types of change into account, and to extend the list to include employers in industries for which there had not formerly been sufficient information to warrant the publication of data. The 1967 mailing list included close to 33,000 reporting units.

The survey covers each working condition in two ways: by industrial composite and by industry. The industrial composite is broken down to show percentages of employees obtaining the benefits surveyed in Canada and in each province. The percentages of employees in each industry receiving the benefits are shown in separate tables for each industry. In all, 94 industries are covered by the survey.

Some trends of particular note can be seen in provisions concerning paid statutory holidays, vacations with pay and separation payments.

The number of non-office employees in establishments reporting 10 or more paid holidays for the majority of their workers rose from 21 per cent in 1966 to 25 per cent in 1967. The corresponding figure for office employees was 40 per cent in both years. There has been a steady upward progression in recent years in the number of paid holidays provided, although this varies widely among different industries. Non-office employment in establishments where a majority of employees earn time and a half or double time in addition to their regular pay for work performed on paid holidays, rose from 46 per cent of total employment in 1965 to 53 per cent in 1967. The rate of pay for work performed on paid holidays was not surveyed in 1966.

Five weeks of paid vacation a year after 25 years service, appears to be a developing provision among all non-wage working conditions. Its incidence in 1965 was 3 per cent on a national basis, 6 per cent in 1966 and 9 per cent in 1967 for non-office employees. Similar incidence figures for office employees were 5, 7 and 10 per cent.

An item covered for the first time in the 1967 survey was the incidence of special payments made to employees who are permanently separated from employment with no expectation of recall. The payments were intended to exclude payments owed to employees, those made in lieu of vacation or sick leave credits, and any payments made to employees under other regular welfare plans.

Four specific situations were differentiated where special separation payments might be made. These were: permanent shut-down or transfer of part or all of operations; lack of work due to changed methods of operation; lack of work due to decline in volume of business; and the physical or mental inability or unsuitability of regular employees to perform the job. The incidence of such payments nationally for non-office employees was 17 per cent. Of these employees, 11 per cent would receive such payments if they were affected by permanent shutdown of operations, and 12 per cent would receive these benefits if they were affected by changed methods of operation.

For office employees, the incidence of such special payments on a composite basis was 17 per cent, the same as for non-office employees.

Women in Trade Unions In the United States

Women's Bureau

A study of four aspects of women's participation in American trade unions, made by a woman professor at Cornell University's New York State School of Industrial and Labour Relations, shows that few changes in attitudes or practices toward working women have taken place during the past two decades.

In an article titled, "Women and American Trade Unions," published in the January 1968 issue of *The Annals of the American Academy of Political and Social Science*, Alice H. Cook examines the attitude of unions today toward protective legislation for women; the effect that the recent United States federal legislation on "equality" has on women's opportunities in the shops, and the unions' attitudes toward handling the new kinds of grievances and demands arising from this legislation; the degree to which unions include special clauses covering women's wages and conditions in their contracts; and the participation of women in the political life of the unions.

Few changes in attitudes or practice are found to characterize the unions of the 60s when these are compared with the results of a former study that appeared in *The Annals* in 1947. Trends have not changed, she claims. Mrs. Cook bases her findings on questionnaires sent to 40 U.S. national unions, interviews with officers and women leaders of national and large local unions, and examination of union agreements.

Protection for Unorganized Women

Mrs. Cook studies what impact the Equal Pay Act of 1963 and the Equal Opportunity Act of 1965 have on working conditions for women. Although women are testing their rights under this legislation, it is still not uncommon, the author writes, to find separate male and female wage schedules in union agreements. The physical demands of some jobs require a male worker, but the difference in classifying men's and women's work is becoming less clear, and it often depends upon nothing more substantial than traditional assignment.

The author cites an agreement in which the minimum rate for unskilled males is $3.22, but is only $2.74 for the comparable female class. In the same contract, working foremen earn $3.98 an hour, whereas "foreladies" get $3.07. In agreements held by one prominent union with a number of major firms, the top rate for women is lower than the lowest male rate.

Protective legislation applying to women workers, such as a limit to hours of work, night work, and load lifting, tends to be used by employers as the reason for differential treatment toward women. The author finds that some unions are campaigning to eliminate protective legislation, although "by and large . . . unions seem to be taking the view that traditional protective legislation provides genuine and desirable protection for unorganized women, and in doing so sets a useful floor under standards for organized women."

Since the new equality legislation came into effect, some unions have been encouraging their locals to handle the problem by rapidly introducing rules that apply equally to men and women, and "widespread enforcement of the new laws will probably result in the rapid and general introduction into industry of such devices as integrated seniority lists, abolition of 'male' and 'female' job classifications, and . . . open bidding on vacant jobs."

Aside from maternity leave provisions (without pay), the author notes few special provisions for women in union contracts, and concludes that "unions perceive the realm of special protection for women as that of the government's to regulate and, thus, feel no need for further attention to women's work in the contract."

Low Proportion

Many unions in Europe and Asia have a women's department as part of their union structure, and its director is often a member of the national executive. These departments serve to expand the political activity of the female members, who often have little experience in public life. In so doing, they function as an interest group within the union, in formulating contract demands and policy statements to advance women's rights in providing leadership training, and drawing attention to women's need for representation at all levels of union activity.

The author finds that a few unions in the United States, such as the United Automobile Workers, have established a women's department, but on the whole, little has been done to evolve the means of studying and meeting special problems of women unionists.

As the number of women in the U.S. labour force climbs steadily, more of them are joining trade unions; but the proportion is still not high. Of 24 million working women, only 3,500,000 are in unions.

Few Attain Office

Although women may be active as stewards or members of local union boards at their place of work, very few attain higher offices. The reasons vary. Some women work part time or on night shift, or move in and out of the work force as they have children, so that they have a less permanent attachment to either the labour force or the unions. Because the childbearing years are during their 20s or early 30s many women are out of the union at a time when many men take on their first positions in union leadership, and thus women miss out on the first round of election and selection, which may permanently handicap them in reaching top union positions later on. Further, women tend to occupy unskilled or semiskilled positions, and studies have shown that leaders frequently come from the ranks of highly skilled workers.

Although there are exceptions, women generally assume top leadership only when men are in a decided minority in the shop. It appears that women take on leadership roles much more readily in professional workers unions, which fact the author attributes to "better educational preparation" and "middle-class norms of sex equality."

Captioned Films For the Deaf

The Silence of the Deaf

Ours is not the silence that soothes the weary senses. It is an inhuman silence which severs and estranges. It is a silence that isolates cruelly and completely. Hearing is the deepest, most humanizing philosophical sense man possesses.—Helen Keller.

Manpower Utilization Branch
Department of Manpower
and Immigration

The federal Department of Manpower and Immigration and the National Film Board, in co-operation with the Canadian Hearing Society observed "Better Hearing Week" in Canada, May 19 to 25, by announcing that a Captioned Film Service had been established in Canada. This service is designed to further the education, training and rehabilitation of this country's deaf and hard-of-hearing citizens.

The conventional television and film industries have so far made no provision for these persons. The new program will make an immediate impact in this important area, and, as it develops, and many of the National Film Board's films are captioned, it will have a major influence on the educational and social life of deaf and hard-of-hearing persons.

In its initial effort, the federal Government has acquired 25 captioned films for distribution across Canada. Nine of these are full-length feature films. The remainder are shorter selections in the educational and training category.

The program has been developed with the assistance and technical advice of the United States Department of Health, Education and Welfare, which established a "Captioned Films for the Deaf" program in 1958. The purposes, as originally set forth in the Act establishing the program, are threefold:

- to bring the deaf persons understanding and appreciation of those films that play an important part in the general and cultural advancement of hearing persons;
- to provide, through these films, enriched educational and cultural experiences through which deaf persons can be brought into closer touch with the realities of their environment; and
- to provide a wholesome and rewarding experience that deaf persons may share together.

During 1963, the purposes of the program were broadened to include:

- research in the use of educational and training films for the deaf;
- production and distribution of training films for the deaf; and
- provision for the training of persons in the use of films for the deaf.

The experience gained in the development of the U.S. program has been made available to Canadian planners, and the close co-operation that has developed augurs well for further exchanges in this field.

First priority for use of these films will be given to schools for the deaf. Associations serving the deaf, and organizations of deaf persons, may also borrow them. Arrangements for their use can be made through local offices of the National Film Board.

Impaired Hearing in Canada

Thousands of people find themselves handicapped in the hearing world because they hear faintly or not at all. Many more have only a slight impairment today that may increase in the years ahead.

Medical advances have helped reduce the numbers of those who suffer impairment after having such diseases as poliomyelitis, measles or scarlet fever. New surgical techniques have, in recent years, improved the outlook for persons with conductive types of hearing defects. Nevertheless, there are still large numbers of persons with hearing impairments that require special assistance of one kind or another if they are to receive an education, obtain training and take or hold their places in the working world.

In Canada, it is estimated that, whereas there are about 2,000,000 people with some degree of hearing impairment, there are about 400,000 who are so limited as to require some type of special assistance. Approximately 25,000 of them require special training to help them establish communication among themselves and with the hearing public.

The Dominion Bureau of Statistics lists 15 schools or centres for the education of deaf children and young people. These schools have a total enrolment of 3,014 for the year 1967-68. In addition to these, there are many classes established by local school authorities to offer education to deaf children in their own communities. The number of classes for preschool deaf youngsters operated by local school authorities is growing.

The use of captioned films is one of the techniques that has been found exceedingly helpful in the difficult task of helping deaf people understand and enjoy the world in which they live.

U.S. telephone employees win large pay package

A 15-day national strike by 200,000 members of the Communications Workers of America against the Bell System companies in the United States was settled in May by awarding "by far the largest pay package" ever won by CWA at Bell.

The three-year contract will apply to all of the 400,000 CWA members employed by the Bell System, a subsidiary of American Telephone & Telegraph Company. It gives general wage increases ranging from 10 to 30 cents an hour during the first year, and 8¾ to 15 cents an hour in the second and third years.

The settlement contains a large number of fringe benefits, including:

- elimination of the 25-per-cent social security benefit deduction from the pension scheme, starting June 1, 1969;
- vested pension rights for employees with 15 years service, who are 40 years or older, effective June 1, 1969;
- full company payment of life insurance and basic medical expense premiums after 24 months;
- higher premium pay; and
- an extra week's vacation, or five in all, for employees with 25 years service or more, as of January 1, 1969.

The contract will increase labour costs by an estimated 19.58 per cent, or $2 billion, over the next three years, when applied to 700,000 non-supervisory employees working for the Bell System.

Speeding Consultation

Labour-Management Consultation Branch

Let's say you're an employee of Kruger Pulp and Paper Company Limited (Paperboard Division) in Montreal, and you have something you want brought before the union-management committee.

One of the functions of the committee, now in its seventh year, is to answer questions asked by employees. The committee operates primarily for the benefit of both company and workers, however, which means that it devotes its time to important areas of discussion.

In other words, a pertinent question may become the focal point of the next meeting; an inconsequential one may never need committee consideration. All questions that are possibilities for union-management action are screened twice.

Now, back to the beginning. You are one of the 117 Kruger employees and you have this problem . . . .

You bring up the question with your union leader, Marcel Pelletier, President of Local 826, United Papermakers and Paperworkers (AFL-CIO/CLC).

In many cases, Mr. Pelletier, who heads the union team on the committee, will take such a request to the next meeting. He exercises his own judgement, however. "If the request isn't reasonable, or if I think he's asking for more than his share, I tell him so right away," Mr. Pelletier explains.

In this case, your question is reasonable, so it goes to the next stage, where it is screened by the committee as a whole. The committee may put the question on the agenda, or it may refer it to another source.

Not long ago, for example, a maintenance employee was seeking reclassification. The committee referred the question to the man's supervisor—the first step in the procedure for applying for reclassification.

On the other hand, the committee is prepared to act fast on the right kind of topic.

Mr. Pelletier brought in such a suggestion recently. The idea had been given to him at a union meeting, and it involved production efficiency and safety.

Each of the 1,500 electric motors and 250 pumps in the mill is controlled by a switch. Working the switches proved to be a hit-and-miss operation for people not familiar with them. The proposal, speedily adopted by the committee, was to number the motors and pumps so that each coincided with a numbered switch.

Management immediately adopted the committee's recommendation, and two men were put to work painting numbers on motors and pumps.

The management team on the dual-capacity committee ("dual capacity" indicates that the same people take part in bargaining) is prepared to consider all items brought to the conference table by the union. "We listen to everything they have to say," says Anthony Saroli, personnel officer, expressing faith in the understanding between the union executive and management, which limits the agenda to worthwhile items.

Knowing How to Deliver

There's no point in talking it over and reaching a decision unless something happens afterward—unless action is taken on the decision. This is the feeling underpinning the joint consultation movement at E. S. & A. Robinson (Canada) Limited, largest manufacturer of flexible packaging and printed materials in Canada.

The union-management committee, set up last October, is bent on delivering fast results to decisions made at meetings. Robinson's big multiple plant in Toronto employs 1,000 people.

James Aeichele, shop chairman, Local 466, Printing Specialities and Paper Products Union, and co-chairman of the committee, has this to say:

"I'm impressed by the level at which meetings are held. Once we make a decision, action is almost immediate, because the representatives on the committee have the power to put things into operation."

The 16-member committee, which meets once a month, is made up of the department managers, representatives from personnel, and the union's negotiating group. Mr. Aeichele shares the chairman's duties with Plant Manager R. N. Ferguson; each conducts a half of the one-hour meetings.

Up until last October, joint consultation had been practised at Robinson's on an irregular basis. Meetings were held only to deal with specific problems.

The new format was brought in because of a growing feeling that people around the plant had more to say than was being heard. Kenneth Bertram, Robinson's employment manager, says the regular committee has proved that assumption correct. "The problems that are bothering people are being brought to light. Before, these difficulties came up—if at all—at negotiation."

Walter Kozlowski, Material Control Manager, sees the committee as the answer to the question, "How can we get the employees involved?" He notes also that management draws worthwhile employee suggestions from the committee.

The next step planned at Robinson's, now that the main committee is functioning productively, is to beef up the communication network—to put communication on a more personal basis.

The plan is to set up seven subcommittees, one for each department. Each subcommittee will comprise a management and a union person from the main committee, and two departmental employees. The purpose is to penetrate deeply into each department.

"The subcommittee promises to be an important development," says Mr. Aeichele, whose local represents 500 workers. "There are still employees who don't know what's going on. We want everyone aware of the committee, and of what it can do for them."

These articles are reprinted from the May issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Ergonomics

What is it? What can it do? — Part I

This is the first half of a two-part article about the science of ergonomics, particularly as it applies to the older worker. It is a condensation of material prepared under the sponsorship of the Organization for Economic Co-operation and Development. The article serves only to present an introduction to the possibilities inherent in the application of ergonomics or job redesign. No attempt has been made to cover all aspects of the subject.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

The term "ergonomics" was coined from the Greek words "ergos," meaning "work," and "nomos," meaning "natural laws." Ergonomics may be best defined as "the scientific study of the relationship between man and his working environment" (L. G. 1964, p. 778).

Ergonomics as a science is a recent development, and job design is only now beginning to lay hold on a more widespread general interest. The reasons for this late development are many.

When machines were first used in factories, labour was cheap and was considered to be expendable. There was little concern with the effects of working conditions upon workers. Many of the abuses perpetrated on the workers of earlier times have been recognized and abolished.

The first organized attempt to study the effect of working conditions on man's performance was made at the end of World War I, when the Industrial Fatigue Research Board was set up in Britain. During the 1920s, the National Institute of Industrial Psychology was founded in Britain, and it collaborated closely with the Industrial Fatigue Research Board.

Much of the Board's research concentrated on personnel selection rather than performance, because, with high unemployment, management was more concerned with choosing the best person from the many available, rather than with changing work conditions in order to retain employees.

Reduce Amount of Strain

World War II caused rapid developments in the science of ergonomics. Equipment became so complex and operating speeds so high that men either failed to get the best out of the equipment or suffered complete operational breakdown. Extensive programs of research were undertaken, and many researchers in various disciplines began to be interested in human performance. A disadvantage was that these men continued to work in the separate compartments associated with their own disciplines. To overcome this compartmentalization, the Ergonomics Research Society was formed in 1949 in Britain.

For many years, man has been working with machines and using them to increase his productivity. This trend will increase greatly in the future. Formerly, machines were designed, and then the human operator learned to adapt himself to them. Little regard was given to the peculiarities of human ability or disability. This attitude meant that operators were subjected frequently to stresses and strains that had a harmful effect, although this effect was not always noticeable until many years later.

In the future, with the increasing number of machines and the increasingly complex demands they make upon their operators, it will be necessary to design jobs and equipment more carefully if the maximum potential is to be obtained from both man and machine with the minimum amount of strain.

Ergonomics functions by providing data to form the basis for informed decisions designed to increase the efficiency of human activity.

Systematic job design depends on the application of general principles derived from scientific studies of people in relation to the physical and perceptual demands of work. The design of all equipment must be considered in relation both to the size of the individuals who are going to use it and the movements they can make without difficulty or strain. For example, displays that have to be watched for long periods should not be placed above the eye level of an individual sitting upright.

Everyone, from management to individual operator, regardless of age, can benefit from the proper application of ergonomic principles. Management often gains greater productivity and loses fewer experienced employees. Workers benefit by having the strains of the job lessened.

Job redesign and the application of ergonomics is especially helpful to older workers. The ability to design a job so that they will be able to meet its demands presupposes two sets of information:

- how aging affects working capacity and performance;
- how to recognize in a job a feature that is likely to hinder the performance of an older worker.

Ergonomic redesign of jobs for the older worker should serve the dual purpose of enabling him to stay on his job while remaining competitive with younger workers.

Draw on Training

Reassignment of older workers to jobs better suited to their physical capacities is a common practice in industry, and is preferred by many firms to job re-engineering. The assumption by industry that reassignment is less costly and more effective has not been proved. Although reallocation to alternative work will always remain an important and valuable method of securing the continued employment of some aging workers, job redesign possesses none of its disadvantages and represents an approach that is more positive, and in line with modern trends in industry. For the worker, the disadvantages of reallocation include possible loss of status or reduction in wages. At the same time, industry may lose the benefit of the knowledge, skill and experience previously acquired by the worker.

One of the advantages that the employer gains from job redesign is that, often for little cost, he can continue to draw on the training and experience of the

over-40s and, at the same time, ensure continuity of production.

Cost is, of course, of prime interest to management. In many cases, the initial expenditures required for job re-engineering are offset by the fact that re-engineering may quite possibly lead to simplification of work, not only in the job affected, but also in related job groupings, plant-wide or department-wide economies or improvements. These improvements may result in increased production and lower costs by preventing accidents or employee absences due to illness.

Beyond its humanitarian appeal, job redesign is thus a commonsense measure for any industry interested in the possibilities of raising productivity and lowering costs. Furthermore, highly rationalized mass production generally lends itself to the application of general ergonomic principles in the planning of work methods and the work environment. With the ever-increasing emphasis on mass production in modern industry, the application of ergonomics may well become even more widespread in the future.

Equipment designed or redesigned for human use should, if possible, be designed as a man-machine unit, because a machine designed for efficiency in operation will have a greater output than one designed without consideration for the human operator. Job redesign can increase productivity by reducing strain to a minimum, thereby allowing the greatest potential for production. Energy channelled into production is not drained by unnecessary strains or exertions. This is an idea that should appeal to industry.

Pad of Compressed Air

Technological development in industry can produce effects on operators that are not always foreseen. This situation may have two important consequences:

- stresses to which the human body is unwittingly subjected for a long period may cause loss of efficiency or disability later in life; and
- failure to match the requirement of a task with the capabilities of the operator may cause loss of efficiency and, in the extreme case, disaster.

The human body is very adaptable and can take a surprising amount of punishment. As a result, some of the consequences of stress may become evident only after many years. Ergonomics can help to uncover these stresses before they cause disability or inefficiency.

Redesign of jobs can often be done by simple and relatively inexpensive means. An example is seen in the case of an engine inspector, 65 years of age. This man had to stand at his work and bend low several times in an hour. This, combined with age mutations in his back and legs, made his work too much of a strain, and he had to give it up. When the support of his work table was lowered so that he could work in a seated position with normal visual distance, he was able to resume work, and he continued work at full productive capacity for seven years more.

A slightly more complex case was that of a toolworker, aged 60, who had difficulty with his right arm and shoulder, due to his having to push a heavy piece of equipment from an awkward angle several times an hour. Other than this, work conditions were good. The man had had 30 years experience in this work, so it would have been difficult either to replace him or to steer him to other skilled work. The solution to this problem was the creation of a device using compressed air to push the equipment. The ensuing reduction in friction on the machine and strain on the operator enabled this employee to continue working at full productive capacity.

Individual Placement Needed

In principle, job redesign is preferable to replacement as a means of surmounting employment difficulties. This is especially true for aging workers who sometimes find it harder than younger people to adapt themselves to new tasks. Job redesign measures, however, have only a limited effect on the special kind of strain factors encountered by older persons in highly mechanized mass production—factors such as the need for transferability, mechanically controlled work pace, repetitiveness, fixed output requirement, and minimum skill requirement. These factors are closely connected with the principles of highly mechanized mass production, and they are also the features most apt to cause difficulty for older workers.

Job redesign measures should, therefore, be supplemented by individual placement measures, based on analysis of both job requirements and working capacity. At the same time, redesign should be combined with measurements of physiological load to show whether the changes are really helpful to the workers concerned, or whether the demands put on them are simply of a different kind.

There are three main reasons why job redesign does not automatically favour older workers:

- it reduces the muscular and physical efforts required, but sometimes introduces other strains more arduous and dangerous for the older worker, such as time-stress work;
- it reduces certain muscular efforts, but may ultimately fail in its purpose, because competition between younger and older workers becomes a matter of speed; and
- it may entail such radical changes that the former workers cannot be assigned to the new job without retraining.

Organize Ambiguous Material

Retraining can also pose problems for older workers. Aging is accompanied by a slow but steady decline in ability to learn new material and to break old habits. With advancing age, there appears to be a substantial reduction in the ability to remember new material for short periods of time, which can cause difficulty in a training situation. Older persons are more likely than younger ones to experience difficulty in organizing incomplete, ambiguous or complex sensory material into ordered and meaningful perceptions. The use of special training techniques, however, can overcome these difficulties.

Success in the training of older workers depends mainly upon the sympathy felt for them throughout the entire hierarchy of the undertaking, and upon a recognition of their dignity and of the respect due to them as persons whose intelligence and free will must continually be used to the best advantage.

In order to facilitate the retraining of older workers, teaching techniques are being developed through which the difficulties arising from long absence from a training situation can be overcome. Successful training depends upon such factors as:

- the length of formal schooling the older trainee has received; and
- how far the new job relates to his previous experience, both in the demands on skill, and in the status and income associated with each job. (The character of the trainee and his attitude toward training are more important than his age.)

The rapid changes in the industrial patterns of modern society present problems of adjustment to all its members. Solving these problems may be especially difficult for the older person. One of the most serious may be adjustment to retraining. The older person's skills and experience may be obsolescent. His education, perhaps adequate for the jobs he has held in the past, may be entirely inadequate for the new jobs that are being created. In our work-oriented social structure, his status in the community, and that of his family, are largely dependent upon his type of occupation and the level of his earnings. Consequently, his ability to benefit from retraining in order to retain or gain employment is most important.

Part 2 of the foregoing article will appear in our September issue.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during May. It granted 16 applications for certification, rejected three such applications, ordered one representation vote, and denied a request for the review of a previous decision. During the month, the Board received 12 applications for certification and one application for revocation, and it allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. United Steelworkers of America, Local 1051, on behalf of a unit of employees of Anvil Mining Corporation Limited, Whitehorse, Y.T., employed in the Faro Camp, Rose Creek, Vangorda area of the Yukon Territory (L. G., May, p. 276).

2. United Steelworkers of America, Local 926, on behalf of a unit of employees of New Imperial Mines Ltd., Vancouver, B.C., employed in the Whitehorse area of the Yukon Territory (L. G., May, p. 276).

3. United Steelworkers of America, Local 924, on behalf of a unit of employees of United Keno Hill Mines Limited, Elsa, Y.T., employed at mining operations in the Elsa, Calumet and Keno areas of the Yukon Territory (L. G., May, p. 276).

4. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Propane Consolidated Limited, Whitehorse, Y.T., working out of Whitehorse (L. G., May, p. 276).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kingsville Cartage Company Limited, Kingsville, Ont. (L. G., May, p. 276).

6. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T. (L. G., May, p. 276).

7. General Truck Drivers Union, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bolduc Explosives Transport Ltd., Beloeil, Que., working at or out of its terminals located at Beloeil, Que., and Nipissing Junction (North Bay), Ont. (L. G., June, p. 342).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, mechanics and others employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., June, p. 342).

9. Tunnel and Rock Workers Local Union No. 168, Laborers' International Union of North America, on behalf of a unit of pumpmen and labourers employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., June, p. 342).

10. Industrial Union of Marine and Shipbuilding Workers of Canada, Local 13, on behalf of a unit of marine service employees employed at Dartmouth, N.S., by The J. P. Porter Company Limited, Montreal, Que. (L. G., June, p. 342).

11. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of New Brunswick Broadcasting Company Limited, Saint John, N.B., employed at radio station CHSJ and television station CHSJ-TV in Saint John, N.B. (L. G., July, p. 410).

12. *Syndicat national des employés des Minoteries Phénix* (*CSN*) on behalf of a unit of flour mill employees employed by *Les Minoteries Phénix Limitée*, Montréal, Qué. (L. G., July, p. 411).

13. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of reservation sales agents employed in Canada at Winnipeg International Airport by Northwest Airlines, Inc., St. Paul, Minn., U.S.A. (L. G., July, p. 411).

14. International Union of Operating Engineers, Local 115, on behalf of a unit of "cat" operators employed by Alpine Clearing Ltd., Victoria, B.C., who are engaged in clearing a right of way for an electric power transmission line between Whitehorse, Y.T., and Anvil Mines Corporation Limited, Rose Creek, Vangorda area of the Yukon Territory (L. G., July, p. 411).

15. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., July, p. 411).

16. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed in the Whitehorse area of the Yukon Territory by Yukon Enterprises Limited, Whitehorse, Y.T. (L. G., July, p. 411).

Applications for Certification Rejected

1. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Maintenance of Way Employees, intervener, United Steelworkers of America, intervener, and International Association of Machinists and Aerospace Workers, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Clarke Traffic Services Ltd., Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, Local 14274, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

3. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Railway Signalmen, intervener, and International Association of Machinists and Aerospace Workers, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

Request for Review Denied

The Board denied a request by the Canadian Brotherhood of Railway, Transport and General Workers for a review of the certifications issued by the Board on May 15, 1959 (L. G. 1959, p. 717) and July 8, 1959 (L. G. 1959, p. 912) that certified it as bargaining agent for certain licensed and unlicensed employees of Foundation Maritime Limited, Halifax, N.S. The union had requested that the name of M. I. L. Tug and Salvage Limited be substituted as the name of the employer in both certificates. The Board considered that, in the circumstances, new applications for certification should be filed by the union.

Representation Vote Ordered

The United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Maintenance of Way Employees, intervener, the International Association of Machinists and Aerospace Workers, intervener, and The National Trade Union of the Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), intervener.

In an application for certification affecting the above parties, the Board ordered that a run-off vote (*scrutin de ballottage*) be conducted among the maintenance-of-way and bridge-and-building employees of the respondent, and that the ballot on this occasion bear the names of the Brotherhood of Maintenance of Way Employees and of the United Steelworkers of America (Returning Officer: R. L. Fournier).

This order of a run-off vote was issued following the taking of a vote with three names on the ballot, those of the two unions mentioned immediately above, and the third name being that of the intervener, The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), which had itself filed an application for certification affecting the same unit of employees (See applications for Certification Rejected above) (L. G., July, p. 410).

Applications for Certification Received

1. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by General Enterprises Limited, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

2. General Truck Drivers Union, Local 938, General Truck Drivers Union, Local 879, Transport Drivers, Warehousemen and Helpers Union, Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and other personnel employed by Maislin Bros. Transport Ltd., Ville La Salle, Que. (Investigating Officer: H. A. Fisher).

3. General Truck Drivers Union, Local 938, General Truck Drivers Union, Local 879, Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reliable Transport Ltd., Toronto, Ont. (Investigating Officer: K. Hulse).

4. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of operators of heavy construction equipment employed by Yukon Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

6. International Association of Machinists and Aerospace Workers, on behalf of a unit of printing plant employees employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

7. United Steelworkers of America, on behalf of a unit of grain elevator employees employed by Louis Dreyfus (Canada) Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet).

8. Canadian Merchant Service Guild, on behalf of a unit of patrolmen and deckhands employed by the North Fraser Harbour Commissioners, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

9. International Association of Machinists and Aerospace Workers, on behalf of a unit of sales and office personnel employed at Dorval and Montreal by British Overseas Airways Corporation, Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Merchants Speedy Delivery Limited, Windsor, Ont. (Investigating Officer: H. A. Fisher).

11. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by St-Eustache Transport Inc., St-Eustache, Que. (Investigating Officer: R. L. Fournier).

12. Retail Clerks Union, Local 401, Retail Clerks' International Association, on behalf of a unit of Edmonton office employees of Canadian Freightways Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

Application for Revocation

C. R. Raftery, *et al.*, applicants, Consolidated Denison Mines Limited (now Denison Mines Limited), Elliot Lake, Ont. respondent employer, and International Union of Operating Engineers, Local 796, respondent union. The application is for the revocation of the Board's order of December 17, 1956 certifying the respondent union as the bargaining agent for a unit of stationary engineers and helpers employed by the company at Elliot Lake, Ont, (L. G. 1957, p. 174).

Applications for Certification Withdrawn

1. International Union of Operating Engineers, Local 115, applicant, and Bakgaard Construction, Calgary, Alta., respondent. (L. G., June, p. 342).

2. Beverage Dispensers & Culinary Workers, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, applicant, and Edgewater Hotel Tavern (White Pass Hotels Limited), Whitehorse, Y.T., respondent (L. G., July, p. 411).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During May, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Quebecair, Montreal, Que., and International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

2. John A. Snow, Willowdale, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

3. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 1842, Toronto, Ont. (Conciliation Officer: T. B. McRae).

4. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies).

5. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane).

6. Central Mortgage and Housing Corporation, and Public Service Alliance of Canada (head office stationary engineers) (Conciliation Officer: J. S. Gunn).

7. Buffalo and Fort Erie Public Bridge Authority, and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

8. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Conciliation Officer: J. S. Gunn).

9. Millar & Brown Limited, Cranbrook, B.C., and Office and Technical Employees' Union, Local 15 (Conciliation Officer: D. S. Tysoe).

10. *Les Minoteries Phénix Limitée*, Montreal, P.Q., and *Le Syndicat National des Employés des Minoteries Phénix* (*CSN*) (Conciliation Officer: R. L. Fournier).

11. Kingsway Freightlines Limited, Calgary, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

12. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (Police Unit) (Conciliation Officer: H. A. Fisher) (L. G., July, p. 412).

2. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (Manual Maintenance Agree-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

ment) (Conciliation Officer: H. A. Fisher) (L. G., July, p. 412).

3. Coast Ferries Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: C. M. Gilmour) (L. G., June, p. 343).

4. CJCH Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (L. G., June, p. 343).

5. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited, and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

6. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 1842, Toronto, Ont. (Conciliation Officer: T. B. McRae) (See above).

7. McNeil Transport Limited and Hurley Transport Company Limited, Brockville, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L. G., April, p. 225).

8. Midland Superior Express Limited, Calgary, Alta., and Locals 362 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G. 1966, p. 591).

9. Alaska Cruise Lines Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., July, p. 412).

Conciliation Boards Appointed

1. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., May, p. 277).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (L. G., July, p. 412).

3. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (L. G., July, p. 412).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., July, p. 413), was fully constituted in May with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, companies' nominee J. W. Healy, Q.C., Toronto, and union nominee J. S. Wells, Montreal.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 413) was fully constituted in May with the appointment of F. J. Ainsborough, Toronto, as chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee R. H. McKercher, Q.C., Saskatoon, and union nominee J. M. Callaway, Ottawa.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Air Canada, Montreal, and Canadian Air Line Pilots' Association (L. G., July, p. 413) was fully constituted in May with the appointment of Maxwell Cohen, Montreal, as chairman. Mr. Cohen was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. McD. Sparks, Montreal, and union nominee R. R. Smeal, Vancouver.

Board Reports Received*

1. The St. Lawrence Seaway Authority (operational maintenance group, construction branch, Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (L. G., June, p. 344).

2. Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (L. G., May, p. 278).

Issue in Dispute Settled

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L. G., April, p. 225).

Conciliation Board not Appointed

Zenith Transport Limited, North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., July, p. 412).

Wage Schedules Prepared In April

During April, the Department of Labour prepared 337 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 138 contracts in these categories were awarded. In addition, 143 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 26,244.00
Defence Production	74	754,374.00
Post Office	9	227,467.25
R.C.M.P.	5	106,317.15

During April, the sum of $5,949.29 was collected from 20 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 276 workers concerned.

*Full text published in Supplement No. 2, 1968.

Legal Decisions Affecting Labour

The Manitoba Court of Appeal has held that a union is legally bound to abide by the results of a strike vote supervised by the Manitoba Labour Board.

Legislation Branch

The Quebec Court of Queen's Bench has confirmed the Superior Court decision dismissing a petition to discontinue the Picard Industrial Inquiry Commission.

The Manitoba Court of Appeal held, by a majority decision on December 22, 1967, that a strike was unlawful if called by a union after the majority of employees voted negatively on a strike vote conducted by the Manitoba Labour Board.

The union was appealing a trial decision of Mr. Justice Wilson of the Manitoba Court of Queen's Bench, which granted a permanent injunction restraining the union from striking or peaceful picketing, and awarded $1,000 damages to the company involved. (Regarding interim injunction decision, see L. G. 1966, p. 104). The appeal turned on the question of whether the strike was illegal or not.

The majority of the Court of Appeal stated that, since both the union and the Company had followed the lengthy procedure involved in the taking of a Labour Board-supervised strike vote, they were expected to abide by the vote, even though, at the relevant time in the case at bar, the Manitoba Labour Relations Act did not specifically say so. It was pointed out that the Act was intended to promote equitable relations, and facilitate the just settlement of disputes between employers and employees. The Court of Appeal upheld the finding that the strike was illegal, that is to say unlawful, in the sense that it was designed to create a situation that would bring about a cessation of work and a breach of contractual relations between the company and its customers. Accordingly, the union's appeal was dismissed.

Circumstances of Dispute

Local 914 of the Building Material Drivers, Warehousemen and Helpers was certified by the Manitoba Labour Board on March 25, 1965 as bargaining agent for employees of Contractors Equipment and Supply (1965) Ltd. at its plant at 1500 Plessis Road, North Kildonan, Man. After certification, the union gave notice to the company on March 31, 1965 of its desire to meet for the purpose of negotiating a collective agreement.

Two meetings between the parties were held in April, 1965. The union applied for the appointment of a conciliation officer on April 29, and, subsequently, two meetings were attended by the parties and the conciliation officer. The Manitoba Minister of Labour advised the parties on June 28, 1965, that he would not appoint a conciliation board. At the request of the union, a strike vote was conducted by the Manitoba Labour Board on July 14, 1965 among all of the employees of the company, including non-union members. Of 70 employees who were eligible, only 60 actually voted. Of these, 26 voted in favour of a strike, and 34 voted against a strike.

Two days later, on July 16, two union representatives and approximately 12 employees of the company peacefully picketed on public property in the vicinity of the company premises, carrying placards that read: "On Strike Teamsters Union Local #914." As a result, a number of employees of Contractors Equipment and Supply were absent from work, either because they were among those picketing, or because they refused to cross the picket line. In addition, the driver of a truck, operated by a customer of the company, refused to enter the plant because of the picket line.

In the afternoon of that same day, July 16, 1965, an interim injunction was granted *ex parte* by Mr. Justice Deniset. The injunction restrained the union, its officials, servants, agents, or anyone acting on its behalf from, among other things: interfering with the company's customers; interfering with the company's employees so as to influence, persuade or induce them to break their contracts of employment with the company; picketing the place of business of the company or of its customers, or of any other person or persons having dealings with the company.

Mr. Justice Wilson of the Manitoba Court of Queen's Bench ordered, on July 27, 1965, that the injunction restraining strike action continue until trial of the matter (L. G. 1966, p. 104). One ground on which he based his decision was that a strike is illegal when a majority of employees have opposed such action in a strike vote.

When the action came to trial before him, Mr. Justice Wilson referred to the view he had expressed on the motion to continue the injunction—that is, that the strike called by the union was illegal. He then stated in the trial decision: "That is still my view and I have nothing to add

to the written reasons handed down at that time on that aspect of the case." Mr. Justice Wilson awarded $1,000 damages to the company.

Legality of Strike

When the decision of Mr. Justice Wilson was appealed to the Manitoba Court of Appeal, the central issue was whether the strike carried out by the union on July 16, 1965 was illegal or not.

Mr. Justice Guy, presenting the majority decision on the appeal, first summarized the union's argument that the strike on July 16, 1965 was legal.

> A broad general statement of the position taken by counsel for the defendant union is this: That having completely followed the procedures provided for the settlement of disputes in *The Labour Relations Act*, the parties have now exhausted all of the legislative remedies and are returned to their position in common law which did not render a strike unlawful *per se*. Counsel quoted *Crofter Hand Woven Harris Tweed Co. v. Veitch* [L. G. 1942, p. 499] where Lord Wright said . . . :
>
> 'Where the rights of labour are concerned, the rights of the employer are conditioned by the rights of the men to give or withhold their services. The right of workmen to strike is an essential element in the principle of collective bargaining.'

Counsel for the Union also cited the cases of *Williams et al. v. Aristocratic Restaurants* (L. G. 1951, p. 1553) and *Mogul SS. Co. v. McGregor, Gow & Co.* (1892) AC 25, 61 LJQB 295.

As Mr. Justice Guy put it, the question to be decided was whether or not the union's argument was valid in the circumstances. He pointed out that, in passing the Manitoba Labour Relations Act, the Manitoba Legislature had attempted to outline procedures that would assist the settlement of labour disputes. The full title of the Act is: "An Act to promote Equitable Relations between Employers and Employees and to facilitate the Just Settlement of Disputes between them." Commenting on the decision of the union to strike after a negative vote on the strike proposal, Mr. Justice Guy said:

> The fact that the Act and the regulations only proceed up to the point of taking a strike vote among the employees in the unit affected, indicates clearly that if such vote is favourable to strike action, and a strike is indeed called, the Government as such is not prepared to intervene any further with regard to the rights and responsibilities of the parties to the dispute. But surely both parties after following the lengthy procedure involved in the taking of a government-supervised strike vote, are expected to abide by it, even though the Act itself at the time in question was silent on the subject.

In the injunction proceedings of July 27, 1965, Mr. Justice Wilson had stated that: "Having elected to call for a strike vote, the union impliedly undertakes to be bound by the result of such vote." In the appeal, however, it was asked, on behalf of the union, to whom and for what consideration the union should undertake to be bound.

Mr. Justice Guy said in answer that the undertaking was with the people of the Province represented by the Manitoba Government, which undertaking meant simply that the law is to be obeyed; moreover, the union was bound, in Mr. Justice Guy's view, by the result of the strike vote by the consideration that it risked being decertified as the recognized bargaining agent of the employees of Contractors Equipment and Supply (1965) Ltd.

Summing up, Mr. Justice Guy spoke of the points that impressed him in making his decision. He reiterated that the Manitoba Labour Relations Act is designed to promote equitable relations between employer and employees. In these relations, there is seldom any question as to the identify of the employer; the other party, however, consisted of a body of employees who should be able to speak with one voice. A union can be certified by the Labour Relations Board as bargaining agent for all employees in a unit; therefore, the certified union should become the only entity through which the employer should deal with its employees in the unit. Finally, Mr. Justice Guy said:

> When a strike vote is called for by the union and it is found that the majority of employees affected are opposed to a strike, it must not call a strike. To take such strike action in such circumstances seems to me to be in defiance of the authority it has obtained as a representative of the majority and precludes the union from posing as the proper entity to be certified as the bargaining agent representing the majority.

It was noted that, in the trial judgment of Mr. Justice Wilson, the word "illegal" was used in describing the strike in question. Although the use of the word "illegal" might seem to have an ugly or quasi-criminal connotation, it was clear to Mr. Justice Guy that Mr. Justice Wilson had meant that the action taken by the union on July 16, 1965 was unlawful in the sense that its intent was "to create a situation which would result in a cessation of work and bring about a breach of contractual relations between the plaintiff [the Company] and its customers."

Intent of Legislature

In 1966, the Manitoba Legislature passed an amendment (1966, c. 33, sec. 6) which added to the Manitoba Labour Relations Act the following provision:

> 21.(6) The result of a strike vote does not bind a bargaining agent, or a trade union, to a course of action in accordance with the result of the vote.

This section did not, of course, apply when the cause of the action in the case at bar arose in July, 1965. It was argued on behalf of the union, nevertheless, that the amendment was not a new piece of substantive legislation, but merely declaratory of the law on strike votes.

> To this Mr. Justice Guy answered: It is, of course, somewhat dismaying to find that the legislature in 1966, after providing the elaborate machinery for taking the strike vote, carefully supervised by the Government or its agent, the Labour Relations Board, should pass legislation indicating that all of this procedure is academic or nugatory: See Sec. 21(6) quoted, *supra*. While this expresses my view, it is, of course, *obiter dicta* [*i.e.* a judicial observation not binding as a precedent] and not to be considered as a gesture of court disapproval of legislation duly passed. Mr. Justice Monnin concurred with Mr. Justice Guy in his findings on the appeal.

Dissenting Opinion

For Chief Justice Smith, the nub of the issue regarding the actions of the union on July 16, 1965, was that the union did not admit that a strike vote was binding in any case under the Manitoba Labour Relations Act.

He noted that the Act does not create or confer upon employees the right to strike. "That right," he said, "has existed at common law since long before the enactment of any compulsory collective bargaining legislation." The *Mogul* and *Crofter* cases, mentioned in the majority decision, were cited in support of the right to strike. The chief Justice added that Canadian courts have given expression to similar views. "The principle of the right to strike still stands," Chief Justice Smith said.

The provision for strike votes, enacted in 1962 as Sec. 21(3) of the Manitoba Labour Relations Act, reads:

> 21(3) The Board shall conduct every strike vote by secret ballot in a manner and at a time and place directed by the Board, and the rules made under this Act with respect to the taking of votes apply.

Sec. 21(1) of the Act outlined the conciliation procedure that must be followed before a strike may be called. Chief Justice Smith found that Secs. 21(1) and

21(3) had the effect of prohibiting a strike vote until the same conditions had been fulfilled as must precede calling a strike or striking, plus the provision that all such votes shall have been conducted by the Manitoba Labour Board in accordance with the rules made under the Act.

Under these provisions, the taking of a strike vote was not a condition precedent to a strike, nor did Secs. 21(1) and 21(3) state what effect, if any, such a vote had upon the right to strike. For these reasons, Chief Justice Smith did not consider that the Manitoba legislature intended, without so stating, that the mere enactment that a strike vote must be conducted by the Labour Board under certain rules, was to have any effect upon the right to strike. "In my view," the Chief Justice said, "once the conditions in Sec. 21(1) have been complied with, the parties are restored to their positions at common law."

Examining the history of the strike vote, the Chief Justice found that, with the development of the labour movement, the strike vote ceased to be a decision to strike or not, as it had been in the early days. The strike vote became a bargaining device with two purposes:

1. to indicate to the union the degree of support it could expect if, eventually, it decided to call a strike; and

2. to show the employer that the workers strongly support the proposals advanced by the union.

The union, to which the workers had accorded considerable influence and authority in the conduct of negotiations, was not bound by the affirmative or negative result of the vote.

Although the vote could be taken in the Manitoba jurisdiction only after previous compliance with Sec. 21(1), and under the supervision of the Manitoba Labour Board, the Chief Justice was of the opinion that the twofold purpose of the strike vote was unchanged. "There is no definition of 'strike vote' in The Labour Relations Act, [the absence of] which supports the view that, when that term was used in the Act, the [Manitoba] legislature intended it to have the recognized meaning it had acquired over the years, as indicated above."

The "Rules" for the administration of the Act, however, defined a "strike vote" among the employees in a bargaining unit as being "for the purpose of ascertaining whether the said employees are in favour of going on strike in support of any demand or demands made on behalf of the affected employees."

This definition, in the Chief Justice's view, was not in accord with the obvious intent of the legislature; Sec. 65(1) of the Labour Relations Act required that regulations be "not inconsistent with this Act." "The intention of the legislature," Chief Justice Smith asserted, "cannot be changed by regulations made under the authority of the foregoing subsection [65(1)]."

In considering whether strike votes are binding, Chief Justice Smith raised questions relating to the position of the parties after a strike vote has been taken. He said:

> . . . Following a negative strike vote, the situation is that no agreement has been reached and the union is still the certified bargaining agent. It is still necessary to come to an agreement. If the negative vote precludes the union from calling a strike at that date, or subsequently after further negotiations, the effect is that the union has lost its most important and fundamental bargaining weapon, the possibility that a strike may be called. Under such circumstances I can see little possibility of the union retaining any effective bargaining power. It is my opinion that the legislature would not intend to place a union and the employees it represents in this position, without expressly indicating its intention to do so.
>
> Again, if a negative strike vote binds the union not to call a strike, there is nothing to indicate when or under what circumstances, if any, the prohibition against a strike may terminate. For example, if further negotiations fail to produce an agreement, may the union apply for a second strike vote, and if so, when, and subject to what conditions? . . . Are we to conclude that the legislature intended that, following a negative strike vote, the union and the employees must accept whatever terms the employer may choose to impose? I cannot think so.

Like Mr. Justice Guy, who spoke for the majority in the case at bar, the Chief Justice dealt with the amendment made in 1966 [Sec. 21(6)], which provided that a strike vote does not bind the bargaining agent to a course of action in accordance with the result of the vote. He said:

> There is no evidence as to whether or not the new subsec. (6) was related in any way to this case, nor has the court any means of knowing whether the legislature intended to clarify the effect of a strike vote or to change the law. . . .
>
> One thing is clear, however, from the new subsec. (6). The legislature of Manitoba does not consider that a negative strike vote must have the effect that a strike called thereafter is and must be necessarily illegal, because by this subsection it has expressly provided . . . the contrary.

Chief Justice Smith concluded that the strike against Contractors Equipment and Supply (1965) Ltd. was not illegal. He therefore found that Local 914 was not liable for damages.

Majority Decision

Mr. Justice Guy, with Mr. Justice Monnin concurring, held that the appeal must fail. The strike by the Building Material Drivers, Warehousemen and Helpers, Local 914 had been found in the Court below to be illegal, that is, unlawful, in the sense that it was designed to create a situation that would bring about a cessation of work and a breach of contractual relations. On appeal, the majority upheld this finding, and so did not alter the decision to fix damages at $1,000 as a consequence of an unlawful strike.

Contractors Equipment and Supply (1965) Ltd. v. Building Material Drivers, Warehousemen and Helpers, Local 914 (1967), 62 W.W.R., Part 10, p. 596; 68 C.L.L.C., para. 14,096.

QUEBEC COURT OF QUEEN'S BENCH

The Quebec Court of Queen's Bench, by dismissing, on August 8, 1967, an appeal from the judgment of the Quebec Superior Court, upheld the constitutional validity of the St. Lawrence Ports Working Conditions Act (Statutes of Canada, 1966, c. 49), which provides that the conclusions of the Industrial Inquiry Commission — appointed under Sec. 56 of the Industrial Relations and Disputes Investigation Act — regarding certain conditions of work for longshoremen in three St. Lawrence River ports be incorporated in the collective agreements to which the Act applies.

Further, the Court found no bias on the part of the Inquiry Commissioner warranting the suspension of the Commission.

Circumstances of Dispute

During a strike by dock workers in the ports of Montreal, Three Rivers, and Quebec, in 1966, Mr. Justice René Lippé was appointed a mediator between the International Longshoremen's Association and the Shipping Federation of Canada Inc. In his report to the Minister of Labour of Canada, the mediator recommended the appointment of a commission of inquiry pursuant to Sec. 56 of the federal Industrial Relations and Disputes Investigation Act.

On June 23, 1966, the Minister of Labour appointed Laurent Augustin Picard as an Industrial Inquiry Commission to inquire into and then report its conclusions on matters on which agreement had not been reached in mediation. The matters to be studied by the Picard Commission included the composition and number of members of work gangs,

the impact of automation, hiring practices, and job security.

The Parliament of Canada passed the St. Lawrence Ports Working Conditions Act on July 14, 1966. The preamble of this Act said that it was in the national interest that the conclusions of the Industrial Inquiry Commission with respect to the unsettled matters in the dock workers dispute should be carried into effect without delay following receipt of the Commission's report. The conclusions would therefore be incorporated in the terms of settlement already arrived at by bargaining and mediation, and, further, would be incorporated in any collective agreements entered into pursuant to those terms of settlement.

Accordingly, the St. Lawrence Ports Working Conditions Act enacted in Sec. 3 that:

> 3. Forthwith upon the receipt by the Minister of Labour of the report of the Commission, the Minister of Labour shall cause copies of the report to be furnished to the Federation and to the Union, and thereupon each collective agreement to which this Act applies shall be deemed to be amended by the incorporation therein of the conclusions of the Commission, as set forth in the report, with respect to each of the . . . matters concerning which, under the terms of reference of the Commission, inquiry is to be made by it.

During the first session of the Picard Commission on September 8, 1966, counsel for Local 375 of the International Longshoremen's Association challenged the jurisdiction of the Commission. It was alleged that because Mr. Picard had already done work for remuneration for Aluminium Limited — of which Saguenay Shipping Ltd., a member of the Shipping Federation of Canada, was a subsidiary — he appeared biased in the eyes of the members of the Longshoremen's Association, or there was at least some danger that Mr. Picard's appointment would arouse doubts among the dock workers concerning his impartiality.

A week later, on September 15, Local 375 launched a petition before the Quebec Superior Court asking it to:

> (a) order the suspension of all proceedings in the present case until judgment to intervene therein;
>
> (b) authorize the issue of a Writ of Summons addressed to the Defendants herein and order the suspension of all proceedings before the Defendant, Mr. Picard, and the transmission to the office of this Honourable Court, within the delays to be fixed, of the record in this case and of all the exhibits connexed therewith;
>
> (c) By final judgment herein: (i) declare the Statute of Canada 14-15 Elizabeth II 1966, known as 'an Act respecting certain conditions of employment of dock workers at the ports of Montreal, Trois-Rivières and Quebec', to be *ultra vires*, null and void; (ii) declare the appointment and mandate of the Defendant, Mr. Picard, null and void and in any event annulled by said judgment to intervene under reserve of the right of the Minister of Labour to appoint a new inquiry validly constituted in law and more particularly under Sec. 56 of the Industrial Relations and Disputes Investigation Act, 11-12 George VI, chapter 54, 1948; (iii) order the Defendants to discontinue the present inquiry; (iv) order the Defendants to cease and desist from all acts purporting to be done in virtue of the appointment of the Defendant, Mr. Picard, as Commissioner and the enactment of the aforesaid Statute, and more particularly not to set aside, change or ignore the collective agreement or any obligation therein in favour of Plaintiff-Applicant [Longshoremen's Association], its officers and members.

When this petition was dismissed by the Quebec Superior Court, the Longshoremen's Association then appealed the decision to the Quebec Court of Queen's Bench.

Supervision and Control by Courts

The first issue before the Court of Queen's Bench was whether the Quebec Superior Court, whose decision was being challenged, had powers of supervision and control over the Picard Commission.

The petition made by the Longshoremen's Association appeared to one of the Queen's Bench judges, Mr. Justice Rivard, to have been made pursuant to Art. 846 of Quebec's new Code of Civil Procedure (Statutes of Quebec, 1965, c. 80), under which the remedies formerly known as *certiorari* and prohibition had been combined into one. Mr. Justice Rivard therefore set out to determine whether Art. 846 applied to the Picard Commission.

The principle constantly asserted in the courts is that administrative commissions are subject to the remedies of *certiorari* and prohibition, if such commissions exercise judicial or quasi-judicial functions. In the opinion of Mr. Justice Rivard, the Picard Commission did not possess judicial or quasi-judicial powers, for, under the Si. Lawrence Ports Working Conditions Act, the Commission was given authority by Parliament to create law, rather than to interpret or apply law as would a court or judicial body.

Mr. Justice Rivard concluded that the Longshoremen's Association was not entitled in this case to the remedy under Art. 846 and, consequently, could not, under that procedure, prevent the Picard Commission from continuing its inquiry according to the terms of reference set out in the appointment made under Sec. 56 of the Industrial Relations and Disputes Investigation Act. On the basis that the remedies in Art. 846 did not apply, Mr. Justice Rivard would therefore have dismissed the appeal.

The other two Queen's Bench judges did not consider the case at bar on this basis alone. Mr. Justice Hyde, with Mr. Justice Rinfret concurring, said:

> While I share the view of my colleague [Mr. Justice Rivard] that the Commission is not a 'Court' and accordingly subject to the special proceedings envisaged by Arts. 846 *et seq.* [Code of Civil Procedure], I am not prepared to conclude that the Superior Court has lost a superintending and reforming power over such a body if, for one reason or another, it should unlawfully be usurping or exceeding its jurisdiction.

Mr. Justice Hyde therefore went on to consider three arguments raised by the Longshoremen's Association on the appeal.

Question of Bias

In the view of Mr. Justice Hyde, the principal issue before him was whether there was a reasonable apprehension of bias because of the background of Commissioner Laurent Picard.

The Longshoremen's Association submitted that Commissioner Picard, in his capacity as an economist providing research and consultative services for several industries and companies, had been consulted by Aluminium Limited, which is a company that controls the Saguenay Shipping Ltd., one of the parties before the Inquiry Commission. This had taken place more than a year before Mr. Picard's appointment as Commissioner, and there was no indication of the subject matter of the consultation.

The Superior Court had dismissed the complaint of bias, pointing out that the Industrial Relations and Disputes Investigation Act merely provides [under Sec. 28 (8)(b)] that no one may act as a conciliator:

> (b) who is acting or has, within a period of six months preceding the date of his appointment, acted in the capacity of solicitor, legal advisor, counsel, or paid agent of either of the parties.

Although he admitted that the case at bar did not concern Mr. Picard as a member of a Conciliation Board, Mr. Justice Hyde said that Sec. 28 (8)(b) served as a guideline, and that one might well question the appointment of Mr. Picard as an Industrial Inquiry Commissioner, if the alleged consultation for Aluminium Limited had taken place within six months of his appointment. In

this case, however, Mr. Justice Hyde said he was unable to anticipate a biased approach by Commissioner Picard on the ground of the consultation for Aluminium Limited. He concluded:

> Professional people are called upon to serve in judicial, *quasi*-judicial and administrative posts in many fields, and if governments were to exclude candidates on such a ground, they would find themselves deprived of the services of most professionals with any experience in the matters in respect of which their services are sought. Accordingly, I agree with the Court below that this ground was properly rejected.

Abdication of Authority

The second issue was whether the St. Lawrence Ports Working Conditions Act was *ultra vires* on the grounds that the Parliament of Canada had abdicated its authority by providing that each collective agreement to which the Act applied should be deemed to be amended by the incorporation into the agreements of the conclusions of the Industrial Inquiry Commission.

Mr. Justice Hyde commented that this authority to incorporate the Commission's conclusions into the terms of settlement was "somewhat unusual," but he recognized that the situation that had brought about the enactment of the St. Lawrence Ports Working Conditions Act was also "extraordinary and of concern to the national interest." He stated that the courts were not required to be wholly unaware of economic and social problems, and that the turmoil in shipping in Canada presented a serious problem.

He noted that the powers accorded Commissioner Picard were limited to collective agreements expiring on December 31, 1967, and that the questions which the Commission was left to determine were defined in the St. Lawrence Ports Working Conditions Act, and related generally to the impact of automation and job security. Mr. Justice Hyde found that, since Parliament is supreme within its jurisdiction, no permanent abdication of power was conferred by that Act. According to the case of *Hodge v. The Queen*, (1883) 9 App. Cas. 117:

> It [Parliament] retains its powers intact, and can, whenever it pleases, destroy the agency it has created and set up another, or take the matter directly into its own hands. How far it shall seek the aid of subordinate agencies, and how long it shall continue them, are matters for each legislature, and not for Courts of Law, to decide.

In the case of *Reference re Regulations (Chemicals) under War Measures Act* [1943] 1 D.L.R. 248, [1943] S.C.R. 1, and 79 C.C.C. 1, the Supreme Court of Canada said:

> There may be grounds for complaint in the system adopted by the Executive of giving the most extensive and drastic powers of control into the hands of individuals or boards who are in no way responsive to the will of the electorate. The orders made from time to time by all the controllers and boards may well appear to the people to constitute an arbitrary abuse of government by persons not representative of or responsible to the people. But the safety valve of our constitutional system of government remains intact. Parliament has not effaced itself. In the ultimate analysis, the House of Commons as representative of the people has, in a practical sense, full power to amend or repeal the War Measures Act or to make ineffective any of the orders in council passed in pursuance of its provisions.

Mr. Justice Hyde concluded that the powers given Commissioner Picard were not *ultra vires* on the grounds of abdication of authority by Parliamsnt. He did point out that, even if abdication of authority had been found, Commissioner Picard could still have continued his inquiry with his appointment under the Industrial Relations and Disputes Investigation Act.

Question of Jurisdiction

The third issue raised was whether, having regard to "property and civil rights" [sec. 92 (13) of the B.N.A. Act] and "local works and undertakings" [sec. 92 (10) of the B.N.A. Act], the Parliament of Canada possessed the general power to enact the St. Lawrence Ports Working Conditions Act.

The Longshoremen's Association submitted that, because some of its members were working for separate enterprises or undertakings in inland and coastal navigation within the Province of Quebec, these workers could not be subject to federal authority exercised in respect of navigation and shipping.

The basis of federal authority over navigation and shipping, as Mr. Justice Hyde stated, is found in Sec. 91 (10) of the British North America Act. He said that, ever since the *Industrial Relations Reference* (L.G. 1955, p. 952), there could be no question that the federal Parliament has had the power to legislate in the field of industrial relations related to navigation and shipping.

In the case at bar, the Court did not have any evidence concerning the extent of such work on enterprises and undertakings within the Province of Quebec. Mr. Justice Hyde then said:

> I can well see the difficulty of having two sets of rules applying to the same people. Regard must be had to the preponderance of international and interprovincial shipping. The ports of Montreal, Trois-Rivières and Quebec are an integral part of the St. Lawrence Seaway system and come under the jurisdiction of the Parliament of Canada. As far as I know, it has never been contended that the federal authority over these ports and the Seaway is affected because they handle intra-provincial shipping as well. There are certain aspects which do not admit of divided responsibility.
>
> It may be that there are operations where a distinction is possible, and if so, I would expect Commissioner Picard to distinguish. I am certainly not prepared at this stage to say that he will not. Where distinction is impossible, I would consider the federal power predominant as a necessary accessory to the exercise of its authority over 'navigation and shipping'.

Further, the Longshoremen's Association expressed concern over the terms of Sec. 2 (d) of the St. Lawrence Ports Working Conditions Act, in which the word "union" is defined for the purposes of the Act:

> (d) "union" means the International Longshoremen's Association and any affiliated locals thereof representing dock workers at the Ports of Montreal, Trois-Rivières and Quebec.

The Longshoremen's Association was concerned whether the words "any affiliated locals" could include "related trades." Mr. Justice Hyde responded to this with a quotation from former Chief Justice Kerwin of the Supreme Court of Canada, who said in the *Industrial Relations Reference* case that:

> . . . the Act before us should not be construed to apply to employees who are employed at remote stages, but only to those whose work is intimately connected with the work, undertaking or business.

Mr. Justice Hyde concluded by saying that the Longshoremen's Association had not persuaded him that the danger of encroachment on provincial rights was such that the writ should be issued, even if the Court had the power to issue the remedy demanded or one in similar form.

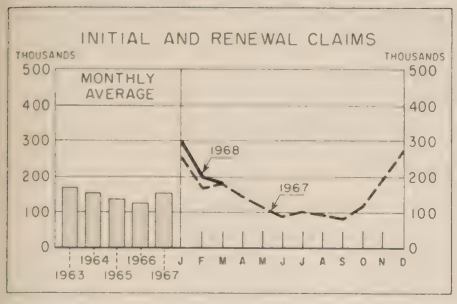
For these reasons, Mr. Justice Hyde dismissed the appeal. In this judgment, Mr. Justice Rinfret wholly concurred.

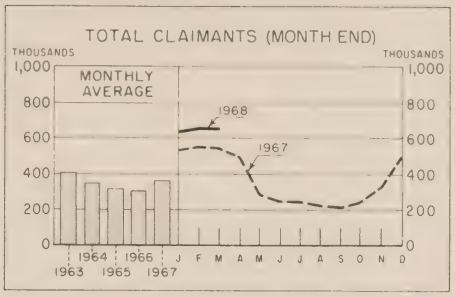
Appeal Dismissed

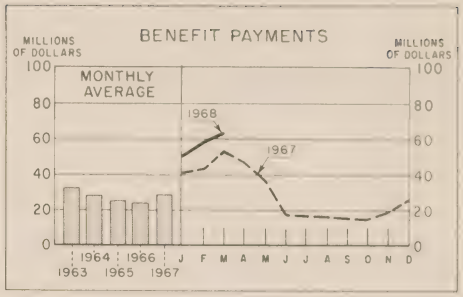
The appeal of Local 375 was dismissed by the Quebec Court of Queen's Bench, thereby confirming the decision of the Quebec Superior Court to dismiss the petition requesting discontinuance of the Picard Industrial Inquiry Commission.

Regina v. Picard et al., Ex parte International Longshoremen's Association, Local 375. 65 D.L.R. (2d) 658; (1968) R.J.B.R. 301.

Unemployment Insurance Report — March







There were 657,000 claimants for regular and seasonal unemployment insurance benefit on March 29. As is usual at this time of year, the end-of-March count was lower than that recorded at the end of February. A decrease of 18,000 in regular claimants was partially offset by an increase of 16,000 in claimants for seasonal benefit, the net result being a decrease of 2,500 from the 659,000 recorded on February 29. The number of male claimants decreased by 3,700; female claimants increased by 1,200.

Increases of 84,000 in claimants for regular benefit and 29,000 for seasonal benefit accounted for an increase of 113,000 over the 544,000 claimants recorded at the end of March 1967.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Initial and Renewal Claims

A total of 183,000 initial and renewal claims for benefit were received in local offices across Canada during March. This was 15,000, or 8 per cent, fewer than the 198,000 received in February, and was approximately equal to the number received during March 1967.

Beneficiaries and Benefit Payments

The average weekly estimate of the number of beneficiaries was 600,000 in March, 558,000 in February and 458,000 in March 1967. Benefit payments amounted to $63.7 million in March, $59.5 million in February and $53.2 million in March 1967. Average weekly benefit payments for the three dates under consideration were $26.55, $26.67 and $25.82.

Provincial Data

Quebec, Ontario and Manitoba were the only provinces that did not share in the decrease in the claimant count from the end of February. In Quebec, where the largest increase occurred, males accounted for 95 per cent of the rise. In Ontario, an increase in the number of females was partially offset by a decrease among males.

With the exception of the Atlantic provinces, increases over March 31, 1967 were relatively large across the country.

The decrease from February in the number of claims filed occurred in all provinces except Newfoundland and New Brunswick, which experienced minor increases.

Compared with March 1967, changes in the number of claims filed were minor. With the exception of Quebec, fewer claims were filed in all provinces east of Manitoba.

Summary Table

Activity	*March 1968*	*February 1968*	*March 1967*	*Cumulative data 1968* *January to March*	*Cumulative data 1968* *12 months ending March*
			(in thousands)		
Insured population as at monthend	—	4,905	4,769	—	—
Initial and renewal claims filed					
Total	183	198	182	677	1,887
Initial	138	151	134	518	1,389
Renewal	45	47	48	159	498
Claimants currently reporting to local offices	657	659	544	650*	394*
Regular benefit	491	509	407	—	—
Seasonal benefit	166	150	137	—	—
Fishing	21	24	21	—	—
Beneficiaries (weekly average)	600	558	458	513*	293*
Weeks compensated	2,400	2,233	2,059	6,537	15,054
Benefit paid	$63,705	$59,548	$53,167	$174,018	$388,583
Average weekly benefit	$ 26.55	$ 26.67	$ 25.82	$ 26.62	$ 25.81

*Monthly average.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2740

The claimant, who lived in London, Ont., filed an application for benefit at the London local office on October 14, 1966, and said that she had last been employed at a hotel in Alberta from May 3 to September 28, 1966, and that her employment had terminated because of the closing of the hotel.

The claimant filed a renewal claim effective January 15, 1967, showing the same employment history as before. The claim was allowed.

In a letter to the local office, which apparently should have been dated May 12, 1967, the claimant said that she and her sister had been called to New Brunswick on account of the death of her brother. The letter was also signed by her sister. She said that they expected to be in London "by the end of next week."

The local office, following the usual procedure under these circumstances, considered the claimant not available for work, and therefore not eligible for benefit for the period May 12 to 22, 1967, inclusive.

On May 26, the claimant wrote protesting against her being considered unavailable for work from May 12 to 22. She said that she was appealing because she had not been offered a job since last October "by you or Manpower," and because the "ridiculous phone notice" she had received notifying her of her suspension from benefit struck her as "rather unjust."

On receiving this letter, the insurance officer wrote to the claimant confirming her disqualification for the period in question, because "you have failed to prove that you are available for work, as required by Sec. 54(2)(a) of the Unemployment Insurance Act, as you were out of the area for personal reasons."

The claimant's letter was treated as an appeal to the board of referees, and the case was heard by the board on June 15, the claimant being present but not represented.

By a majority decision, the board confirmed the disqualification and dismissed the appeal. The dissenting member said it was not disputed that the claimant had been absent to attend her brother's funeral. He went on to say, "It is my opinion that there are very few employers that do not allow a leave of absence with pay in cases of extreme compassionate leave such as this case." He contended that "the Unemployment Insurance Commission should be consistent with other employers and agencies of the Government of Canada in allowing such leave."

The claimant appealed to the Umpire on June 25. She averred in her appeal that the chairman of the board of referees had been "quite biased" in his hearing of the case. She complained that he had not tried to find out which employee of the local office had, as she said, told her sister that "all we had to do was phone in and it would be enough as long as we let them know when we were leaving (we did by letter)." She called this "a misrepresentation of the Unemployment Insurance Commission employees," adding, "If these people do not know, how do you expect me to know?" She said that she and her sister had acted in good faith. She asked "how can anyone be available for work on Saturday, Sunday, Monday, when Mondays fall on a holiday? These offices are closed on these days . . . ."

The local office made a statement on July 4, in which it said that it had been unable to find out which employee had given the claimant's sister the information over the telephone. It also said, however, "It is possible someone may have told them to telephone the local office before leaving for the coast. If this was the case, possibly claimant thought this meant she would be entitled to benefits. This would only have been an assumption, however, and she would not be told benefits would be paid for the period of absence."

Considerations and Conclusions

Whether or not the claimant's allegations of misinformation are true, it is the case that she must at all times, on each day, remain available for employment, the Umpire stated. According to long established jurisprudence, it is not sufficient for a claimant to notify his local office of his intended absence; he must maintain his availability for work in respect of each day of his absence, and the fact that there is little prospect of employment during the period of his absence is immaterial.

The Umpire stated he thought it was clear that, during the time the claimant was attending her brother's funeral, she would, quite understandably, not have been in a position to accept employment.

Unfortunately for the claimant, he said, this very fact meant that she was not, during the period in question, available for employment within the meaning of Sec. 54(2)(a) of the Act.

Concluded the Umpire: "I am in full sympathy with the claimant, and I can very well understand her feelings with regard to this disqualification. The Umpire must, however, apply the law as it is, and I have no alternative but to disallow the claimant's appeal.

Insurance Registrations And Other UIC Statistics

On March 31, insurance books or contribution cards had been issued to 5,177,820 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 393,745, an increase of 71 since January 31.

During March, there were 10,639 investigations conducted by enforcement officers across Canada. Of these, 6,373 were spot checks of claims to verify the fulfilment of statutory conditions, and 2,616 were miscellaneous investigations. The remaining 1,650 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 312 cases, 95 against employers and 217 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 731.*

Revenue received by the Unemployment Insurance Fund in March totalled $33,877,102.07 compared with $31,775,305.25 in February and $37,852,821.14 in March 1967.

Benefits paid in March totalled $63,704,797.04 compared with $59,548,128.21 in February and $53,115,651.83 in March 1967.

The balance in the Fund on March 28 was $298,712,572.20 compared with $328,540,267.17 on February 29 and $258,203,011.80 on March 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Cases Nos. 103 to 109

Canadian Railway Office of Arbitration

Releases Decisions in Seven Cases

Seven cases were heard on May 14, 1968, at the Canadian Railway Office of Arbitration in Montreal. The Arbitrator was J. A. Hanrahan.

All of the claims were disallowed. Summaries of the seven cases, based on the award of the Arbitrator, appear below.

CASE No. 103

Dispute between Canadian National Railways and Canadian Brotherhood of Railway, Transport and General Workers concerning claims that the company violated the collective agreement by establishing an improper rate of pay for train messengers in express-freight service.

The company, on February 1, 1964, began to operate an express-freight train service, and established a rate of pay for train messengers in this service identical with the rate agreed upon for train messengers in exclusive passenger service.

The passenger coaches on mixed trains 101 and 102 were removed by the company on this date, and were given a new designation as "express-freight trains." The trains on this new service travelled in excess of the freight train speed.

Because the agreement does not provide for a rate of pay for either train messengers or train messenger helpers on express-freight trains, the company decided to pay them at rates of pay for messengers on passenger trains, from February 1 to December 4, 1964. At this time, the company advised the brotherhood that a rate of pay equivalent to the passenger rate was being established for express-freight train service. From that date until December 25, 1965, when train messengers were removed from these trains, train messengers in express-freight service were paid on the basis of the new rate.

The brotherhood later requested the company to negotiate a rate of pay for train messengers in this service. The company contended, however, that the rate it had established was properly set within the framework of its established classification and rate-setting procedures. The brotherhood then proceeded with the grievance in accordance with the collective agreement.

The train messengers were paid a monthly rate of pay, that is, a guarantee that such an employee would receive not less than this amount. Other provisions in the agreement allowed him additional remuneration when he had accumulated more than 4,500 miles in passenger service or 2,600 miles in mixed train service in any one month. The difference between the rates of additional pay was accounted for by the different rates of speed at which these two trains travelled. The passenger train service was based on an average train speed of 20 miles an hour, whereas a train messenger in mixed train service was based on a train speed of 12½ miles an hour.

An article of the collective agreement reads, in part: "When a bona fide new job or position is to be established, which cannot be properly placed in an existing classification by mutual agreement, management will establish a classification and rate on a temporary basis."

The brotherhood argued that the train messengers and train messenger helpers should not be treated less favourably than trainmen "operating on the same trains and compensated on the basis of 2,800 miles or less in a month."

The company contended that, in establishing the rate for express-freight service, which could not properly be placed in any existing classification, consideration had to be given to the following provision of the agreement: "The classifications and rates of pay for additional positions established on staffs covered by this agreement shall be in conformity with classifications and rates of pay for positions of similar kind or class covered by this agreement."

Applying that principle, the company considered passenger rates of pay and mixed train rates of pay in determining a suitable rate for this service. The speed at which express-freight trains travel was found to be equal to or in excess of the speed of passenger trains. The company decided that the appropriate rate of pay for train messengers in express-freight service should be the same as that for passenger train service.

The role of the Arbitrator in this kind of dispute was specified in the collective agreement: "It is specifically agreed that no arbitrator shall have the authority to alter or modify the existing classifications or wage rates, but he shall have the authority, subject to the provisions of this agreement, to determine whether or not a new classification or wage rate has been set properly within the framework of the company's established classification and rate-setting procedure."

The Arbitrator pointed out that the element of speed was an important factor in the distinction made between these two services. He was satisfied, therefore, that the rate of pay in question was properly established within the framework of the company's classification and rate-setting procedure, in accordance with the agreement. He believed it would be incongruous for messengers in express-freight service to be paid at a rate of pay higher than those in passenger service, when both operated at the same average speed.

For these reasons, the claim was disallowed.

CASE No. 104

Dispute between Canadian Pacific Railway Company and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees concerning a claim of the brotherhood that the company violated the general holiday provisions of the collective agreement when it denied holiday pay to 131 stores department employees for Labour Day, September 5, 1966.

All non-operating railway employees of 13 railway companies in Canada went on strike from August 26, 1966 (L.G. 1966, p. 630). An emergency session of Parliament was called, which, on September 1, 1966, passed the Maintenance of Railway Operation Act. This Act required all

employees to return to work and the railway to recommence operations. The employees returned to work, and the railway operations were resumed on September 7, 1966.

One hundred and thirty-one of the company's stores department employees submitted a claim for holiday pay for Labour Day, which fell during the time that they were on strike. The company declined to pay.

The brotherhood argued that the employees in question qualified within the terms of the general holiday agreement, which specifies the conditions under which an employee may receive holiday pay.

The company stated that the 131 employees were legally expected to report for duty on their regular assignment at Angus Shops and St. Luc Stores on Friday, September 2, which they did not do. September 3 and 4 were assigned rest days for these employees. September 5 was Labour Day, on which their services were not required, because it was the general practice to close the shops on general holidays. The employees were, however, required to report to their regular starting times on Tuesday, September 6, which they did not do. Although they were required to return to work on September 2, they did not report until September 7.

In arguing its case, the brotherhood drew attention to a decision made by a referee in another dispute, which the brotherhood said was comparable. This decision termed holiday pay "a reward."

The company, however, rejected this theory in favour of the "rest" theory, which contemplates that holiday pay is reimbursement for wages that would otherwise have been earned had the employee worked his regular position that day. In order for the "rest" theory to apply, an employee must be a member of the work force at the time of the holiday.

The collective agreement specifies that the "bonus" theory applies only when the holiday falls on a rest day or during annual vacation. There is no indication in the agreement, the company said, that the "bonus" theory is to apply on the basis of payment of holiday pay to all employees regardless of whether they fall on working or non-working days. At the time of the Labour Day holiday, the employees were on strike, and they could not claim to be employees — that is, persons actually working for wages at the time of the holiday.

The Arbitrator found that, in order for an employee to receive holiday pay, he must qualify in three respects: he must have been in the service of the company and available for duty for at least 30 calendar days; he must be available for duty on such holiday if it occurs on one of his workdays, excluding vacation days; and he must be entitled to wages for at least 15 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday. The Arbitrator decided, therefore, that an employee on strike — one who has temporarily removed himself from being subject to direction as to employment — would have to advise his employer that he was "available for duty on such holiday, if notified prior to completion of his shift." He was not aware that any of the employees had complied with this requirement.

For these reasons, the claim was disallowed.

CASE No. 105

Dispute between Canadian Pacific Railway Company and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees concerning a claim of the brotherhood that the company violated the general holiday provisions of the collective agreement when it declined to pay holiday pay to seven employees of the Works Manager's Office at the Angus Shops on Labour Day, September 5, 1966.

This claim arises from the same situation that existed in the dispute described in Case 104 above, which dealt with a strike staged by non-operating railway employees between August 26 and September 6 or 7, 1966.

Three of the seven employees working in the Works Manager's Office at the Angus Shops reported for work, after cessation of the strike, at 9 a.m. on September 5; two reported for work at 10 a.m. on the same date, one and a half hours late; and two reported for work on the following day.

The brotherhood's argument was exactly similar to that submitted in Case 104. Both parties agreed that the decision reached in that case should govern in this matter.

For the reasons given in Case 104, the grievance was dismissed.

CASE No. 106

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen, *ex parte*, concerning the interpretation and application of an article of the current collective agreement.

In this *ex parte* case, the brotherhood complained, in general terms, that: "The company does not negotiate the crewing of cars in each district as provided for in [an article] of the collective agreement." The article reads: "Staffing of cars: it is agreed that the staffing of cars will be governed by traffic conditions, and shall be the subject of negotiation between the company's officers and the employees' representatives in each district."

The company took the position that it had the sole right of management to decide the number of employees to be assigned when staffing cars. The brotherhood contended that, under the provisions of the above article of the collective agreement, the staffing of cars must be negotiated between the company's officers and the employees' representatives in each district.

The company raised a preliminary objection that the brotherhood had failed to present any specific example of the alleged violation in this respect. The brotherhood admitted that it had no specific information to present, other than the general statement that the company was not adhering to the provision of this article.

In his award, the Arbitrator required that he be presented with at least one instance of a violation as claimed. This was necessary, he ruled, not only for his own information, but to permit the company to reply to whatever was alleged.

For these reasons, the claim was disallowed.

CASE No. 107

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the interpretation and application of an article of the current collective agreement.

Some dining cars used in coffee shop service were refitted to remove four tables and replace them with ashtray stands that could hold beverage glasses. In this way, the seating arrangement for feeding was reduced from 48 seats to 32. The remaining 16 seats were for bar service only.

In these cars, buffet car rates were paid to the stewards and chefs assigned to these cars during the period February 14 to 17 when the cars were used.

An article of the collective agreement specifies that, when the standard of service and/or the seating capacity of a particular feeding unit is increased beyond the limits outlined, the said feeding unit will be reclassified to the next classification. The brotherhood claimed that the menu of the converted coffee shop car was as elaborate as that of a regular dining car. Samples of menus were submitted.

The company said that the physical structure of a car used in feeding service is not a factor in determining the classification of feeding cars or the rates to be paid employees manning them. The governing factors in determining the classification of feeding cars are the seating capacity of the feeding portion of a car and the menu selections.

A letter from T. P. James, manager of

the company's Sleeping, Dining and Parlor Car Department, outlined the position of the company. "In the case at issue, the seats available for meal service in these units were reduced from 48 to 32, which is 4 seats less than the maximum permitted for coffee shop service. The menu featured was a regular coffee shop menu, and therefore there is no justification for the contention that the company is in violation of the article of the collective agreement."

Reference was made to a previous dispute submitted to arbitration. The ruling in this case was that, as the feeding capacity did not exceed 36, there was not any breach of the contract. It was further ruled that, if there was to be any change in the classification of the crew providing coffee shop service, and the rate of pay to which they were entitled, this is properly a matter for negotiations, and not a matter to be decided by arbitration.

The arbitrator found that the cars in question were converted in a manner that did not bring them into conflict with the contract. As to the menus, the Arbitrator was satisfied that there was no contradiction to the company's claim that those used were regular coffee shop menus, the same that were in effect prior to and after the use of the cars in question.

For these reasons, the claim was disallowed.

CASE No. 108

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the right of the company to deduct five hours and forty minutes from the time claims of a steward and crew by releasing the crew for rest at 10 p.m. while en route.

A steward and crew, booked on a four-day assignment arrived at the final terminal at 3.40 a.m., nine hours and 55 minutes late, although the train had been on schedule when it left the previous terminal.

The crew claimed continuous time between the terminals, with one deduction of eight hours for rest the previous night. The company rejected part of the time claims, the period from 10 p.m. to 3.40 a.m., when the train pulled into the station, because the crew was released for rest at 10 p.m. on that night.

The brotherhood contended that this reduction was in violation of an article of the collective agreement that governs rest periods. It argued that the reduced period did not come within the meaning of the article, which provides that "where overnight travel is concerned, a maximum of 8 hours may be deducted for rest between the hours of 10 p.m. and 6 a.m."

Reference was made to three previous disputes: Case 676 of the Canadian Railway Board of Adjustment No. 1, and Cases 75 and 99 of the Canadian Railway Office of Arbitration (L.G. 1957, p. 714; Dec. 1967, p. 762; April, p. 234). In these cases, the Arbitrator found that the crew was paid in accordance with the existing provisions of the agreement.

The Arbitrator noted that these previous cases took into account other articles of the agreement; one contemplates rest periods being deducted, and the other specifies the maximum time that may be deducted, and mentions 10 p.m. as a possible starting time for a rest period.

On the trip in question, the crew was released for rest at that hour. The Arbitrator said that the term, "a maximum of 8 hours may be deducted for rest between the hours of 10 p.m. and 6 a.m.," becomes important because although it suggests that no more than that period may be deducted for rest, there is nothing to prevent less than that period being deducted between those hours.

As in Case 75, the Arbitrator found that the members of this crew were paid in accordance with the existing provisions of the agreement.

CASE No. 109

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the claim of a waiter for payment of his guarantee when held out of service for four days due to the reduction and rearrangement of staff by the company.

Dining car crews in operation between two terminals were reduced by the company. The fourth waiter on one crew was removed from service because he was junior waiter to three other waiters. The collective agreement specifies that, when it is necessary to reduce staff, this will be in the reverse order of seniority.

Crews leaving the terminal on service on the following two days were stationed in another district in which the waiter did not hold seniority rights. On the third day, the waiter was able, through exercise of seniority, to displace a waiter junior to him in the district. The brotherhood maintained that this was the first day following his reduction that he was able to displace a regularly assigned junior waiter through the exercise of seniority.

Another article of the collective agreement provides, however, that employees will not be paid for time lost in the exercise of seniority. "An employee who has been assigned to a run will be placed in it in seniority order after expiration of layover from the preceding trip."

The Arbitrator noted that this provision was in direct conflict with what was asked for in the employee's claim. For this reason, the claim was disallowed.

Employment Review for May

Employment increased by 229,000 to 7,505,000 in May, and was 96,000 higher than in the same period a year ago.

The labour force, at 7,871,000, was 159,000 higher than in April, and 158,000, or 2.0 per cent higher than in May 1967.

Unemployment declined by 70,000 to 366,000 from 436,000 in April, and was 62,000 higher than in May 1967.

Unemployment in May represented 4.6 per cent of the labour force, compared with 3.9 per cent in May 1967, and 3.3 per cent in May 1966.

Employment

Employment, at 7,505,000, increased by 229,000 between April and May. The increase of 96,000 from May 1967 was shared by the Atlantic, Ontario, Prairie and British Columbia regions. Quebec was the only region that failed to show an employment gain.

Farm employment increased by 51,000, and non-farm employment by 178,000, between April and May. The construction industry, stimulated by a high level of residential construction, showed the largest increase in non-farm employment, 42,000. Among other major industries, there were increases of 34,000 in community, business and personal services, 27,000 in manufacturing, 22,000 in forestry, and 21,000 in transportation, communication and other utilities.

Compared with a year earlier, non-farm employment in May was 112,000 higher, and farm employment was 16,000 lower. The largest increases in non-farm employment took place in community, business and personal services, 47,000, and trade, 43,000. There were increases also in transportation, communication and other utilities, 21,000, and finance, insurance and real estate, 14,000. Employment was lower than a year earlier in manufacturing, 25,000, and construction, 14,000.

Unemployment

Unemployment, at 366,000, was 70,000 lower than in April, but was 62,000 higher than in May 1967. Of the 366,000 unemployed in May, 119,000, or 32 per cent, were unemployed for less than a month. Of the remainder, 108,000, or 30 per cent, were unemployed for one to three months, and 139,000, or 38 per cent, for four months or more.

Publications Received in the Department of Labour Library

List No. 233

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

American Statistical Association

1. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings, 1966. Papers presented at the Annual Meeting of the American Statistical Association, Los Angeles, California, August 15-19, 1966, under the Sponsorship of the Business and Economic Statistics Section.* Washington [1967 ?]. Pp. 487.

2. AMERICAN STATISTICAL ASSOCIATION. SOCIAL STATISTICS SECTION. *Proceedings, 1966; Papers and Discussions presented at the 126th Annual Meeting . . . Los Angeles, California, August 15-19, 1966.* Washington [1967 ?]. Pp. 503.

Partial contents: Evaluation of 1960 census count. Educational data from large scale testing programs. Methodology of program evaluation. Standard occupational classification. Migration and economic opportunity. Population growth estimation studies. Co-ordination of federal, state and local statistics. Time Series VII: manpower application. Statistics for the poverty program. Measurement of voting behavior.

Annual Reports

3. CANADA. BOARD OF TRUSTEES OF THE MARITIME TRANSPORTATION UNIONS. *Annual Report for the Period, January 1, 1967 to December 31, 1967.* Montreal, 1968. Pp. 19.

CANADA. CONSEIL D'ADMINISTRATION DES SYNDICATS DES TRANSPORTS MARITIMES. *Rapport annuel, 1er janvier 1967 au 31 décembre 1967.* Montréal, 1968. Pp. 21.

4. CIVIL SERVICE CLERICAL ASSOCIATION. *Annual Report and Statement of Accounts, 1967.* London, 1968. Pp. 196.

5. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-ninth Annual Report, 1967.* St. John, 1968. Pp. 34.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report. Fiscal Year ending March 31, 1967.* Halifax, Queen's Printer, 1967. Pp. 68.

7. QUEBEC (PROVINCE). MINISTÈRE DU TRAVAIL. *Rapport annuel 1966/67.* Québec, Imprimeur de la Reine [1968 ?]. Pp. 205.

8. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Twenty-third Annual Report for the Fiscal Year ended March 31, 1967.* Regina, Queen's Printer, 1968. Pp. 122.

9. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-eighth Annual Report for the Calendar Year 1967.* Regina, Queen's Printer, 1968. Pp. 28.

10. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Twentieth Anniversary Report, 1947-67; Fiscal Year 1967.* Washington, GPO, 1968. Pp. 80.

Report year ends June 30th.

11. WISCONSIN. UNIVERSITY. CENTRE FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. *Annual Report.* November 1967. Madison, 1967. Pp. 53.

Business

12. KEYS, B. ALLAN. *Medium-Term Business Investment Outlook — 1967 Survey.* Ottawa, Queen's Printer, 1967. Pp. 25.

Economic Council of Canada. Staff study no. 22.

This survey of 104 companies projects expenditures from 1966 to 1972.

13. U.S. BUREAU OF THE CENSUS. *Annual Survey of Manufactures, 1966; General Statistics for Industry Groups and Industries.* Washington, GPO, 1968. Pp. 28.

14. WHITE, DEREK A. *Business Cycles in Canada.* Ottawa, Queen's Printer, 1967. Pp. 272.

Economic Council of Canada. Staff study no. 17.

Partial contents: Defining, identifying and classifying business cycles. A brief historical summary of North American business cycle experience. Some key elements in the generation and transmission of business cycles. Some major empirical features of recent North American cyclical fluctuations. Canada-United States cyclical interrelations. Factors underlying the reduced postwar amplitude of fluctuations in North American economic activity.

Collective Bargaining

15. HAWLEY, KAREN SUE. *Economics of Collective Bargaining for Nurses.* Ames, Iowa, Industrial Relations Center, Iowa State University, 1967. Pp. vii, 180.

"In this study . . . an attempt is made to predict the possible relationship between nursing's use of economic pressures upon employers and the easing of the nursing shortage."

16. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey in the Manufacturing Industry.* Halifax, 1967. Pp. 74.

This analysis, in both tabular and chart form, gives statistical highlights of 117 collective agreements.

Economic Conditions

17. ALBERTA. DEPARTMENT OF INDUSTRY AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Lacombe*. Revised October, 1967. Edmonton, 1967. Pp. 18.

18. BUCKLEY, HELEN LAWRENCE (AIKENHEAD). *Canadian Policies for Rural Adjustment: a Study of the Economic Impact of ARDA, PFRA, and MMRA*, by Helen Buckley and Eva Tihanyi. Ottawa, Queen's Printer, 1967. Pp. 268.

The authors were assisted by Dr. Glen A. Mumey who contributed *A supplement on benefit-cost analysis* (Appendix A, pages 157-170).

"The objective of this study is to examine how effectively federal programs under the Prairie Farm Rehabilitation Act (PFRA), the Maritime Marshland Rehabilitation Act (MMRA) and the Agricultural and Rural Development Act (ARDA) have contributed, or appear likely to contribute in the future, to the growth of rural incomes and to the reduction of inter-regional income disparities in Canada."

19. *Economic Development Issues: Latin America* [by] Roberto Alemann [and others. New York]. Committee for Economic Development, 1967. Pp. xii, 340.

"The outgrowth of the work of CED's Subcommittee on Development Policy."

Deals with economic development in Argentina, Brazil, Chile, Colombia, Mexico and Peru.

20. LEVITT, KARI. *Canada-West Indies Economic Relations*, by Kari Levitt and Alister McIntyre. Montreal, Private Planning Association of Canada, 1967. Pp. 181.

"Sponsored by the Canadian Trade Committee, Private Planning Association of Canada and by the Centre for Developing-Area Studies, McGill University."

Partial contents: The development problem in the West Indies, a general view. A brief review of economic relations between Canada and the West Indies. West Indian exports to Canada. Canada's exports to the West Indies. Immigration. Canadian aid to the West Indies. Towards a strategy for future Canada-West Indies relations. Appendix I. Final communiqué of the Commonwealth Caribbean-Canada Conference, Ottawa, July 6-8, 1966, and related documents.

La Fédération des Travailleurs du Québec

(The following two booklets were issued and published by the F.T.Q. in Montreal in 1967.)

21. *Guide FTQ: la sécurité sociale*. 1ère ed. Pp. 167, [2].

22. *Politique de la FTQ, 1960-1967. Pp. 125.*

Great Britain. National Board for Prices and Incomes

The following seven reports were issued by the Board in 1967 and 1968 and published in London by HMSO.

23. *Charges, Costs and Wages in the Road Haulage Industry*. Pp. [41].

Its Report no. 48.

The Board examined the question of charges, costs and wages and the scope for increasing productivity in the British road haulage industry.

24. *Costs and Charges in the Radio and Television Rental and Relay Industry*. Pp. 36.

Its Report no. 52.

The Board sought to inquire whether rental costs were justified in rising and whether the increased costs were right in relation to the industry's present and prospective costs and profits.

25. *Pay and Conditions of Service of Engineering Workers; First Report on the Engineering Industry*. Pp. [70].

Its Report no. 49.

The Board examined the "working of the current engineering long-term agreement, including its effect on earnings levels and differentials, productivity, costs and prices." The Board also examined "the pay and conditions of service of supervisory, clerical, technical and similar workers in the engineering industry." "Engineering" industry covers activities concerned with the manufacture, installation, maintenance and repair of mainly metal goods.

26. *Pay and Productivity of Industrial Employees of the United Kingdom Atomic Energy Authority*. Pp. 43.

Its Report no. 51.

The Board examined "the pay and conditions of service of industrial employees of the United Kingdom Atomic Energy Authority and the scope for increasing productivity."

27. *Pay of Chief and Senior Officers in Local Government Service and in the Greater London Council*. Pp. [50].

Its Report no. 45.

Two matters involving wages for approximately 8,000 senior administrative staff in local government in the United Kingdom were referred to the Board for its opinion.

28. *Prices of Fletton and Non-fletton Bricks*. Pp. [19].

Its Report no. 47.

The Board examined the question of proposed price increase in the British brick industry.

29. *Productivity Agreements in the Bus Industry*. Pp. [60].

Its Report no. 50.

The Board examined the question of productivity agreements in the bus industry, with particular reference to one-man operation.

Industrial Disputes

30. BLACKMAN, JOHN LEROY. *Presidential Seizure in Labor Disputes*. Cambridge, Harvard University Press, 1967. Pp. xvi, 351.

In American history, there have been 71 instances of presidential seizure and temporary operation of industrial property in labour disputes since the Civil War. This book is an analytical study of presidential seizure in labour disputes as well as an examination of other coercive measures used by presidents to forestall threatened stoppages.

31. UPHOFF, WALTER HENRY. *Kohler on Strike; Thirty Years of Conflict*. Boston, Beacon Press, 1967. Pp. xx, 450.

A detailed account of the longest industrial disputes in American history. The first Kohler Strike lasted from 1934 to 1941; the second, from 1954 to 1960. The Kohler Company is located near Sheboygan, Wisconsin. The union involved in the 1954 to 1960 strike was the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

Industrial Relations

32. HANSLOWE, KURT L. *The Emerging Law of Labour Relations in Public Employment*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1967. Pp. 117.

This book examines the recent increase in collective bargaining by government employees in the U.S.

33. SCHONNING, GIL. *Some Aspects of Industrial Relations in Canada; an Address to West Ottawa Lions' Club, January 9, 1968*. Ottawa, Canada Dept. of Labour, 1968. Pp. 17.

Insurance Unemployment

34. CONFERENCE ON UNEMPLOYMENT INSURANCE RESEARCH, UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, BALTIMORE, 1967. *Challenging Problems for Unemployment Insurance Research; Summary of Proceedings of a Conference on Unemployment Insurance Research convened by the W. E. Upjohn Institute for Employment Research in Baltimore, Maryland, May 4 and 5, 1967.* Edited by Merrill G. Murray. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 39.

The topics discussed at the conference were federal research on unemployment, research by State employment security agencies, the purpose of unemployment insurance, insurance coverage, benefits, financing, and public understanding and attitudes concerning unemployment insurance.

35. KELLY, LAURENCE ALEXANDER. *The Case for Automatic Adjustment Mechanisms in Unemployment Insurance.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. Pp. iv, 25.

The author argues that Canada's unemployment insurance program would have been more effective if the earnings-related provisions of the program had been adjusted automatically since 1959, the last time adjustments were made.

Labour Supply

36. CANADIAN INSTITUTE OF MINING AND METALLURGY. GENERAL COMMITTEE ON EDUCATION. *A Survey of Manpower Requirements of the Canadian Mineral Industry by the General Committee on Education, the Canadian Institute of Mining and Metallurgy in co-operation with the Provincial Ministers of Mines.* Montreal, 1967. lv. (various pagings).

Report prepared by Urwick, Currie and Partners Ltd. Some portions prepared by J. P. Warner of the University of Toronto.

Based on replies from 465 establishments employing 116,000. Information is given for manpower requirements in mining establishments, oil and gas establishments, and institutions.

37. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Occupational Changes, 1951-61.* London, HMSO, 1967. Pp. 34.

"Presents the results of a study of the changes in the occupational structure of industry between 1951 and 1961."

38. NATIONAL INDUSTRIAL CONFERENCE BOARD *Measuring Job Vacancies; a Feasibility Study in the Rochester, N.Y. Area,* by John G. Myers and Daniel Creamer. New York, 1967. Pp. xiv, 278.

This study is based on three quarterly surveys of a representative sample of about 400 employers in the Rochester New York, area in 1965.

39. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. MANPOWER AND SOCIAL AFFAIRS COMMITTEE. *Adaptation and Employment of Special Groups of Manpower: implementing an Active Manpower Policy; Conclusions . . . [on] Older Workers, Workers with Family Responsibilities, Rural Workers in Non-agricultural Employment and Urban Areas. Paris, OECD, 1968.* Pp. 51.

Contains the conclusion of the Manpower and Social Affairs Committee and includes a list of publications and reports prepared for the Social Affairs Division on each subject.

40. SWEDEN. LABOUR MARKET BOARD. *Swedish Employment Policy.* Stockholm, 1967. Pp. 21.

Reprinted from the Board's Annual report for January 1966-June 1967.

An outline of the activities of the National Labour Market Board of Sweden.

Labouring Classes

41. CANADA. COMMISSION OF INQUIRY CONCERNING EMPLOYMENT IN THE UNDERTAKING OF TRANSPORTING GOODS INTERPROVINCIALLY AND INTERNATIONALLY BY MEANS OF MOTOR VEHICLES. *Report.* Ottawa, Canada Dept. of Labour, 1967. lv. (various pagings).

On cover: Report of the Commission of Inquiry, hours of work in the trucking industry under federal jurisdiction . . . . C. A. L. Murchison, commissioner.

42. [INTERNATIONAL MANAGEMENT SEMINAR ON EMIGRANT WORKERS RETURNING TO THEIR HOME COUNTRY, ATHENS, 1966]. *Emigrant Workers returning to Their Home Country, International Management Seminar, Athens, 18th-21st October, 1966. Final Report.* Paris, OECD, 1967. Pp. 101.

At head of title: International seminars, 1966-4.

— *Supplement to the Final Report.* Paris, OECD, 1967. Pp. 344.

43. NATIONAL ADVISORY COMMITTEE ON FARM LABOR. *Farm Labor Organizing 1905-1967, a Brief History.* New York, 1967. Pp. 68.

Describes the attempts of American farm workers to form trade unions and to bargain with their employers.

44. TOURAINE, ALAIN. *Workers' Attitudes to Technical Change, an Integrated Survey of Research,* by Alain Touraine [and others. Paris], OECD, 1965. Pp. 177.

Presents the main discoveries which have been made concerning workers' reaction to technical change. The worker is considered in relation to his job, to his organization, to industrial society as a wage earner, and to the community.

45. U.S. BUREAU OF LABOR STATISTICS. *Labor Developments in the U.S.S.R.* Washington, 1966. Pp. 45.

Contents: The economic reform and its labor aspects in the U.S.S.R. Recent changes in labor controls in the Soviet Union. Labor conditions in the U.S.S.R. Underemployment and unemployment in the Soviet Union. Significant Soviet wage and other labor data for 1965. Trade unions and labor-management relations in the Soviet Union: a brief description and bibliography.

46. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. *Premium Payments for Overtime under the Fair Labor Standards Act.* November 1967. Washington, GPO, 1967. lv. (various pagings).

Reports the finding of an investigation into "present practices dealing with overtime payments for work in excess of forty hours a week and the extent to which such overtime work impedes the creation of new job opportunities in American industry."

Women

47. COHEN, WILBUR J. *Womanpower Policies for the 1970's.* Washington, U.S. Dept. of Labor, Manpower Administration, 1967. Pp. 40.

A Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, D.C., April 13, 1967."

Dr. Cohen, Secretary of Health, Education, and Welfare as of March 1968, was Under Secretary of that Department at the time he participated in the Seminar. He said, "The increasing importance of women as a major segment of the labor force also has implications in terms of economic growth, the distri-

bution of income, tax yields, labor supply, and birth rates" A discussion period followed the talk.

48. GUNDREY, ELIZABETH. *Jobs for Mothers.* London, Hodder & Stoughton in association with Hilary Rubinstein, 1967. Pp. 159.

"An original paperback."

This book is written for the woman with a family who wants to return to working outside the home. Problems such as the care of children, lack of training, and the burden of housework are discussed. The second half of the book contains a guide to jobs that might be considered by married women returning to employment outside the home.

49. MYRDAL, ALVA (REIMER). *Women's Two Roles, Home and Work*, by Alva Myrdal and Viola Klein. [2nd ed. rev. and reset] London, Routledge & Kegan Paul, 1968. Pp. 213, 13.

The authors, both distinguished sociologists, examine the place of married women in the labour force.

50. NATIONAL CONFERENCE OF COMMISSIONS ON THE STATUS OF WOMEN. 3rd, WASHINGTON, D.C., 1966. *Targets for Action: the Report of the Third National Conference of Commissions on the Status of Women, Washington, D.C., June 28-30, 1966.* Washington, GPO, 1967. Pp. 90.

Conference cosponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

This report summarizes and includes excerpts from the speeches, discussions, and conclusions of the conference sessions.

51. U.S. WOMEN'S BUREAU. *Job Horizons for College Women.* Rev. ed. Washington, GPO, 1967. Pp. 83.

Describes briefly a number of careers open to college women, the educational and training requirements for these professions, and suggests sources of further information for occupations.

52. U.S. WOMEN'S BUREAU. *Why not be an Engineer?* Washington, GPO, 1967. 1 folder.

Miscellaneous

53. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Human Rights in Canada related to Employment.* Ottawa, Queen's Printer, 1967. Pp. 19.

Title in French: Droits de l'homme au Canada relativement à l'emploi.

CANADA. MINISTÈRE DU TRAVAIL. DIRECTION DES JUSTES MÉTHODES D'EMPLOI. *Droits de l'homme au Canada relativement à l'emploi.* Ottawa, Imprimeur de la Reine, 1967. Pp. 20.

54. CHARTIER, ROGER. *The Management of Professional Employees.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. Pp. 13.

"A paper presented at the 1967 session of the annual White-Collar Personnel Seminar held by the Industrial Relations Centre, Queen's University, Kingston, Ontario."

Discusses the relationship which should exist between a professional employee and the company for which he works.

55. DOSSER, DOUGLAS G. M. *Taxes in the EEC and Britain: the Problem of Harmonization* [by] Douglas Dosser and S. S. Han. London [Royal Institute of International Affairs; Political and Economic Planning] 1968. Pp. 46.

Partial contents: Taxation in Britain and the Common Market: the Initial Position. Tax harmonization in the EEC. Implications for the British tax system. Taxation and European economic policy.

56. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Electronics.* London, HMSO, 1967. Pp. 72.

Discusses occupational requirements, problem areas, and the effects of new techniques in the electronics and telecommunications industry in Great Britain.

57. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Employers' Associations. The Results of Two Studies: 1. The Functions and Organization of Employers' Associations in Selected Industries, by V. G. Munns. 2. A Survey of Employers' Association Officials, by W. E. J. McCarthy.* London, HMSO, 1967. Pp. xii, 121.

Its Research papers, 7.

" 'Employers' associations', for the purpose of this paper, are organisations of employers of labour which seek to assist, influence, or control the industrial relations decisions of member firms." The first part of this study examines the objectives, activities, and influence over members of thirty-three associations. The second part reports on a survey of thirty-five associations and considers some matters not covered by the first paper.

58. HELMERS, HENRIK O. *The United States-Canadian Automobile Agreement, a Study in Industry Adjustment.* Ann Arbor, Institute for International Commerce, Graduate School of Business Administration, University of Michigan [c1967]. Pp. 188.

The author's doctoral dissertation formed the basis of this study.

A study of the effects of the "Agreement concerning automotive products between the Government of the United States of America and the Government of Canada" signed on January 16th, 1965.

59. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security; Sixth International Inquiry, 1961-1963.* Geneva, 1967. Pp. 353.

Text in English, French and Spanish.

Title in French: Le coût de la sécurité sociale . . . .

Presents information concerning 61 countries.

BUREAU INTERNATIONAL DU TRAVAIL. *Le coût de la sécurité sociale: sixième enquête internationale, 1961-1963.* Genève, 1967. Pp. 353.

Texte en français, en anglais, et en espagnol.

60. OECD CONFERENCE ON THE FINANCING OF EDUCATION FOR ECONOMIC GROWTH, PARIS, 1964. *Financing of Education for Economic Growth: Papers prepared for the Conference organized by the Directorate for Scientific Affairs of OECD held in Paris, 21st-24th September, 1964; edited by Lucille Reifman, Papers by D. Blot* [*and others*], Paris, OECD, 1966. Pp. 429.

At head of title: OECD Study Group on the Economics of Education.

The papers in this volume concern ways in which money can be raised to pay the costs of education. There are eighteen papers and three summary reports.

61. PHILLIPS, ROBERT ARTHUR JOHN. *Canada's North.* Toronto, Macmillan of Canada, 1967. Pp. xiv, 306.

This book is concerned with the Yukon and the Northwest Territories.

62. SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO. *Guides for Family Budgeting, prepared for the Use of Social and Health Agencies of Metropolitan Toronto.* 1967-1968. Toronto, 1967. Pp. 66.

63. U.S. BUREAU OF LABOR STANDARDS. *Construction Safety; Site Clearing.* Washington, GPO, 1967. Pp. 20.

Statistics Section

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	May 18	7,871	+ 2.1	+ 2.0
Employed	May 18	7,505	+ 3.1	+ 1.3
Agriculture	May 18	584	+ 9.6	− 2.7
Non-agriculture	May 18	6,921	+ 2.6	+ 1.6
Paid workers	May 18	6,397	+ 2.7	+ 1.6
At work 35 hours or more	May 18	6,192	+10.8	+ 0.4
At work less than 35 hours	May 18	1,091	−20.1	+ 7.8
Employed but not at work	May 18	222	−31.1	− 3.5
Unemployed	May 18	366	−16.1	+20.4
Atlantic	May 18	44	−30.2	− 2.2
Quebec	May 18	134	−23.4	+ 8.9
Ontario	May 18	104	− 2.8	+40.5
Prairie	May 18	36	−10.0	+38.5
Pacific	May 18	48	− 5.9	+33.3
Without work and seeking work	May 18	347	−13.9	+21.8
On temporary layoff up to 30 days	May 18	19	−42.4	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	February	117.5	− 1.3	− 0.7
Manufacturing employment (1961 = 100)	February	117.8	− 1.7	− 3.5
IMMIGRATION	1st. Qtr. 1968	35,601	—	−19.1
Destined to the labour force	1st. Qtr. 1968	18,864	—	−22.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	116	+34.9	+19.6
No. of workers involved	May	30,993	−25.8	−40.0
Duration in man-days	May	410,710	+26.5	−14.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	February	$106.99	+ 0.8	+ 6.1
Average hourly earnings (mfg.)	February	$ 2.49	0.0	+ 6.0
Average hours worked per week (mfg.)	February	40.4	+ 1.0	+ 0.5
Average weekly wages (mfg.)	February	$100.42	+ 0.9	+ 6.6
Consumer price index (1949 = 100)	May	154.2	+ 0.1	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)	February	113.8	+ 0.6	+ 2.0
Total labour income (thousands of dollars)	February	2,722	+ 0.2	+ 7.0
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	March	289.2	+ 0.3	+ 3.5
Manufacturing	March	251.4	+ 1.5	+ 1.9
Durables	March	248.4	+ 1.1	− 3.3
Non-durables	March	254.0	+ 1.9	+ 6.6
NEW RESIDENTIAL CONSTRUCTION†				
Starts	April	11,883	+36.0	+44.6
Completions	April	11,477	+35.3	+10.4
Under construction	April	78,998	+ 0.1	+32.9

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended May 18, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,871	643	2,213	2,902	1,328	785
Men	5,444	455	1,546	1,975	925	543
Women	2,427	188	667	927	403	242
14-19 years	776	72	222	244	157	81
20-24 years	1,184	118	382	392	191	101
25-44 years	3,346	237	964	1,276	527	342
45-64 years	2,342	197	592	898	413	242
65 years and over	223	19	53	92	40	19
EMPLOYED	7,505	599	2,079	2,798	1,292	737
Men	5,158	417	1,437	1,898	897	509
Women	2,347	182	642	900	395	228
Agriculture	584	27	132	140	256	29
Non-agriculture	6,921	572	1,947	2,658	1,036	708
Paid workers	6,397	518	1,785	2,483	969	642
Men	4,267	353	1,208	1,650	620	436
Women	2,130	165	577	833	349	206
UNEMPLOYED	366	44	134	104	36	48
Men	286	38	109	77	28	34
Women	80	*	25	27	*	14
PERSONS NOT IN LABOUR FORCE	6,342	688	1,879	2,159	986	630
Men	1,601	204	473	522	243	159
Women	4,741	484	1,406	1,637	743	471

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended May 18, 1968

	Total	*14-19 Years All Persons*	*20-64 years*				*65 Years and Over All Persons*
			Men		*Women*		
			Married	*Other*	*Married*	*Other*	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,213	2,357	4,020	1,131	4,159	1,049	1,497
LABOUR FORCE	7,871	776	3,851	964	1,317	740	223
Employed	7,505	697	3,719	872	1,290	712	215
Unemployed	366	79	132	92	27	28	**
NOT IN LABOUR FORCE	6,342	1,581	169	167	2,842	309	1,274
PARTICIPATION RATE†							
1968—May 18	55.4	32.9	95.8	85.2	31.7	70.5	14.9
April 20	54.4	31.5	95.4	80.5	31.1	69.1	14.5
UNEMPLOYMENT RATE‡							
1968—May 18	4.6	10.2	3.4	9.5	2.1	3.8	**
April 20	5.7	10.7	4.7	12.0	2.5	3.6	4.6

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended May 18, 1968

	May 1968	*April 1968*	*May 1967*
	(in thousands)		
TOTAL UNEMPLOYED	366	436	304
On temporary layoff up to 30 days	19	33	19
Without work and seeking work	347	403	285
SEEKING			
Full-time work	327	387	268
Part-time work	20	16	17
Under 1 month	100	87	97
1-3 months	108	140	91
4-6 months	77	119	57
More than 6 months	62	57	40

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication†	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
	Monthly Totals									
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	119.2	2,516.5
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	135.2	2,538.0
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	137.5	2,575.0
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	140.8	2,619.9
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	139.0	2,684.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.5	386.9	888.2	135.0	2,719.9
February	71.3	715.5	236.1	30.9	180.1	50.2	386.7	899.9	142.8	2,727.2
March*	71.8	720.5	236.9	28.1	183.2	50.4	391.6	907.3	148.5	2,753.6
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	131.0	2,612.7
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	131.5	2,618.0
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	132.9	2,647.0
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	134.4	2,667.1
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	136.3	2,673.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.2	50.2	394.7	898.3	142.4	2,802.7
February	71.4	727.9	242.9	33.8	211.8	51.3	397.0	906.0	143.0	2,807.6
March*	71.4	729.7	247.4	35.1	210.8	51.8	399.9	914.2	145.4	2,828.2

*Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1968, employers in the principal non-agricultural industries reported a total employment of 3,445,748 Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—February	118.3	128.9	100.85	122.0	127.5	103.94
March*	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January*	119.0	135.6	106.10	119.8	135.3	110.30
February†	117.5	136.7	106.99	117.8	136.4	111.21

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	107.9	109.8	108.8	90.06	89.90	85.09
Newfoundland	108.8	109.8	113.0	96.56	59.15	89.94
Prince Edward Island	104.8	106.0	98.4	76.64	76.96	73.82
Nova Scotia	107.9	110.3	107.7	86.91	87.20	82.66
New Brunswick	107.8	109.7	108.4	90.84	90.96	85.71
Quebec	112.3	113.4	115.2	105.14	104.43	98.98
Ontario	120.7	123.2	122.2	109.78	109.01	103.35
Prairie Region	115.7	116.2	114.7	101.80	100.80	95.12
Manitoba	108.2	109.3	109.5	96.97	96.51	89.49
Saskatchewan	113.9	114.0	111.0	99.72	98.23	93.65
Alberta	122.8	123.2	120.6	106.28	105.08	100.12
British Columbia	121.9	121.8	123.4	117.96	115.77	113.21
CANADA	117.5	119.0	118.3	106.99	106.10	100.85
URBAN AREAS						
St. John's	128.4	131.3	127.2	83.72	83.26	78.96
Halifax	115.7	115.6	112.3	89.40	89.48	84.09
Sydney	89.9	97.5	94.7	96.47	97.52	91.86
Moncton	111.8	111.9	107.5	84.76	84.20	79.43
Saint John	112.0	112.9	109.0	88.86	89.97	82.55
Chicoutimi	99.3	101.5	105.3	122.09	122.06	119.53
Montreal	117.7	118.3	119.8	106.72	106.05	100.34
Quebec	109.8	109.4	112.0	90.56	89.58	85.09
Shawinigan	96.9	98.0	102.4	106.49	107.53	104.95
Sherbrooke	115.8	116.7	118.9	90.54	89.45	84.68
Trois-Rivières	105.7	105.8	111.9	97.07	94.79	93.65
Ottawa-Hull	123.3	123.6	117.3	99.91	98.95	94.45
Belleville	113.7	113.2	114.2	93.14	92.22	88.42
Brampton	259.0	259.7	248.4	109.27	109.02	99.90
Brantford	125.1	128.9	135.8	101.43	101.57	97.48
Fort William-Port Arthur	113.6	114.6	121.8	102.06	102.22	101.06
Guelph	130.4	134.1	133.7	100.21	100.00	88.25
Hamilton	117.3	117.4	120.5	113.58	113.05	106.62
Kingston	118.8	118.1	120.5	105.02	102.30	97.57
Kitchener	139.9	141.8	140.7	97.54	98.26	91.08
London	118.1	120.7	121.8	100.34	99.97	94.65
Niagara Falls	101.7	101.9	103.9	103.95	103.70	100.30
Oshawa	81.2	139.5	138.1	118.55	106.79	111.63
Peterborough	129.1	131.6	130.5	112.03	110.96	83.69
Sarnia	131.8	131.4	127.9	139.36	137.07	133.09
Sault Ste. Marie	113.7	113.5	115.2	121.80	120.72	114.36
Sudbury	111.0	110.9	104.8	131.47	130.65	120.56
St. Catharines	106.8	140.8	135.9	112.03	116.09	110.62
Timmins	77.8	77.8	86.2	100.09	97.92	98.22
Toronto	123.7	124.5	123.2	110.57	110.21	104.40
Welland	108.0	108.7	113.2	125.63	124.61	118.94
Windsor	146.0	152.8	144.3	119.09	108.92	112.49
Winnipeg	112.8	113.8	113.2	90.90	90.42	84.81
Regina	114.4	114.8	112.3	94.26	93.79	90.33
Saskatoon	140.9	140.0	126.7	95.24	93.90	84.95
Calgary	130.8	132.1	127.8	104.52	102.63	97.45
Edmonton	128.4	127.9	125.5	99.05	97.65	92.80
Vancouver	123.9	124.0	123.1	113.15	111.88	108.27
Victoria	118.8	118.7	123.4	103.02	99.12	95.52

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration**	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector†	Commercial Sector†		
						(in thousands)						
CANADA												
Feb. 1967	65.3	114.9	808.6	794.3	312.6	619.1	894.3	252.0	757.2	537.3	251.1	5,406.6
Feb. 1968	54.1	117.3	804.7	746.3	295.8	617.7	923.0	266.3	827.7	565.5	265.6	5,438.9
Mar. 1968*	44.8	118.6	808.3	763.2	302.6	616.6	928.0	266.9	831.4	567.5	266.4	5,514.3
NEWFOUNDLAND												
Feb. 1967	3.7	5.6	8.8	1.7	7.5	13.8	14.7	1.6	14.6	6.0	6.2	84.1
Feb. 1968	2.0	5.6	8.5	1.7	6.4	14.7	15.1	1.9	16.0	6.7	6.4	85.0
Mar. 1968*	2.0	5.6	8.7	1.9	6.5	13.4	15.2	1.8	16.6	6.6	6.4	84.6
PRINCE EDWARD ISLAND												
Feb. 1967	—	0.1	1.2	0.4	1.1	2.5	3.5	0.6	3.5	1.5	1.7	16.1
Feb. 1968	—	—	1.4	0.4	1.1	2.5	3.5	0.6	4.0	1.8	1.8	16.9
Mar. 1968*	—	—	1.4	0.4	1.1	2.7	—	0.6	4.0	1.7	1.9	17.2
NOVA SCOTIA												
Feb. 1967	1.8	7.3	15.6	14.5	10.0	22.7	26.4	6.1	25.6	11.3	15.6	157.0
Feb. 1968	2.1	6.1	16.7	14.7	9.0	21.4	27.9	6.4	27.4	12.1	15.9	159.7
Mar. 1968*	1.8	7.1	17.0	14.8	9.3	21.3	28.1	6.4	27.6	12.2	16.0	161.5
NEW BRUNSWICK												
Feb. 1967	4.8	2.3	15.0	8.9	8.3	23.3	22.0	4.2	21.3	9.2	8.1	127.4
Feb. 1968	3.4	2.4	15.0	10.7	6.6	23.0	22.5	4.3	22.6	9.4	8.5	128.5
Mar. 1968*	3.0	2.5	15.3	11.3	6.7	22.8	22.4	4.4	23.0	9.7	8.7	129.7
QUEBEC												
Feb. 1967	20.9	25.1	307.2	193.8	77.7	162.0	231.1	71.6	218.0	143.9	51.6	1,502.8
Feb. 1968	14.6	24.5	304.2	183.6	68.6	165.6	234.1	73.9	239.4	150.5	54.3	1,513.2
Mar. 1968*	8.6	24.8	303.0	187.0	69.2	166.4	234.6	74.2	239.4	150.4	53.4	1,515.0
ONTARIO												
Feb. 1967	13.1	33.5	352.9	451.7	120.4	201.9	353.0	108.7	274.6	212.2	106.4	2,228.4
Feb. 1968	11.2	34.2	351.9	417.9	114.3	200.6	364.9	116.9	301.6	225.7	114.5	2,253.7
Mar. 1968*	9.7	34.6	355.1	430.2	117.4	200.1	366.5	117.4	303.8	225.8	115.7	2,276.3
MANITOBA												
Feb. 1967	1.2	5.5	27.1	19.0	12.2	45.0	48.5	11.8	35.3	27.1	12.9	245.6
Feb. 1968	0.7	6.4	26.5	18.2	13.3	43.2	51.1	12.5	38.0	27.2	13.5	250.6
Mar. 1968*	0.7	6.5	26.5	18.9	13.9	43.2	50.7	12.5	37.8	27.4	13.5	251.6
SASKATCHEWAN												
Feb. 1967	0.4	5.2	9.4	5.2	10.9	25.2	35.1	7.8	36.0	16.2	11.4	162.7
Feb. 1968	0.7	5.0	9.3	5.9	12.2	24.2	36.9	8.1	36.9	17.1	11.4	167.6
Mar. 1968*	0.6	5.0	9.5	6.0	12.3	24.3	37.4	8.1	36.8	17.2	11.4	168.6
ALBERTA												
Feb. 1967	1.8	19.8	25.2	25.6	29.8	47.7	71.3	15.7	60.3	45.2	19.7	362.1
Feb. 1968	1.5	21.0	25.2	26.0	32.7	46.3	73.9	16.1	66.8	47.7	20.9	378.0
Mar. 1968*	1.5	20.4	25.4	25.1	33.5	46.5	74.8	16.0	67.1	48.0	21.0	379.3
BRITISH COLUMBIA												
Feb. 1967	17.6	8.8	46.3	73.4	34.4	74.1	88.6	23.9	66.7	63.8	15.6	513.3
Feb. 1968	17.8	10.0	46.0	67.4	31.1	75.1	92.9	25.7	73.4	66.3	16.3	522.0
Mar. 1968*	17.0	10.0	46.5	67.8	32.3	74.8	94.5	25.6	73.9	67.4	16.4	526.1

*Preliminary.

†Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.3	108.3	106.3	138.73	137.15	126.66
Metals	102.1	102.1	102.0	136.91	136.31	126.96
Mineral fuels	100.0	105.0	103.1	145.08	142.71	128.94
Non-metals except fuels	112.6	112.5	105.8	128.71	126.84	116.01
Quarries and sand pits	82.7	84.4	96.6	111.89	108.95	101.74
Services incidental to mining	162.7	162.8	148.2	152.24	147.91	136.74
MANUFACTURING	117.8	119.8	122.1	111.21	110.30	103.06
Durable goods	125.8	130.4	134.7	119.06	117.28	109.57
Non-durable goods	111.3	111.1	112.0	104.05	103.69	96.77
Food and beverages	101.7	101.6	101.7	99.53	99.72	92.36
Foods	100.6	100.8	101.3	96.70	96.97	89.37
Beverages	108.1	106.5	104.1	116.03	116.01	110.52
Tobacco processing and products	116.9	116.5	118.3	104.90	105.07	97.47
Rubber products	123.9	123.6	123.3	113.08	115.08	105.31
Leather products	100.4	99.4	100.7	75.38	74.84	70.01
Textile products	115.5	118.0	119.8	91.83	91.75	85.27
Knitting mills	109.9	107.8	110.9	71.13	70.64	65.62
Clothing	110.4	108.9	114.5	69.97	68.42	63.65
Wood products	102.0	101.3	106.6	102.14	100.90	92.70
Furniture and fixtures	123.8	123.7	129.3	90.00	89.10	83.55
Paper and allied industries	115.0	114.9	116.6	129.99	129.39	122.18
Printing, publishing and allied industries	113.9	113.5	111.4	116.66	115.09	110.49
Primary metal industries	123.0	122.3	122.9	133.31	132.88	124.31
Metal fabricating industries	125.6	126.5	134.2	116.22	115.11	108.65
Machinery, except electrical	143.1	144.8	152.6	125.45	125.06	119.53
Transportation equipment	129.6	153.8	153.8	128.69	121.86	113.01
Electrical products	142.5	143.5	148.2	114.12	113.29	105.52
Non-metallic mineral products	108.6	109.8	117.7	115.66	114.64	107.61
Petroleum and coal products	100.9	100.7	98.7	163.73	165.90	150.45
Chemicals and chemical products	117.9	117.4	116.8	126.84	126.27	118.86
Miscellaneous manufacturing industries	131.6	132.3	130.8	97.65	96.87	91.21
CONSTRUCTION	101.9	104.1	117.0	134.89	132.63	128.46
Building	113.2	114.9	125.3	132.44	130.95	124.02
Engineering	82.3	85.2	100.8	140.73	136.56	139.23
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	104.1	104.9	105.0	119.24	119.24	109.27
Transportation	97.9	99.1	100.7	118.41	118.58	109.26
Storage	109.5	109.6	108.4	104.07	101.39	94.46
Communication	117.5	117.5	116.7	114.18	113.83	102.43
TRADE	123.8	125.6	122.5	84.50	83.50	78.41
Wholesale trade	119.0	119.8	118.0	105.42	104.42	98.23
Retail trade	126.5	128.8	125.1	73.59	72.72	67.93
FINANCE, INSURANCE AND REAL ESTATE	129.3	128.9	122.2	101.63	101.30	95.74
Financial institutions	132.0	131.6	125.9	98.49	98.20	93.49
Insurance and real estate	125.7	125.2	116.9	106.05	105.66	99.15
SERVICE	148.4	148.0	140.3	78.19	77.52	73.14
Recreational services	131.6	130.2	120.0	68.30	67.16	60.84
Business services	166.2	165.0	159.4	123.55	122.94	113.77
Personal services	137.3	137.3	130.3	57.12	56.43	54.27
Miscellaneous services	171.9	171.9	162.5	81.29	81.23	77.42
INDUSTRIAL COMPOSITE	116.8	118.3	119.0	106.99	106.10	99.57

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.6	42.4	42.5	3.01	2.99	2.76	128.39	126.78	117.11
Metals	41.5	41.4	41.8	3.11	3.10	2.88	128.96	128.44	120.24
Mineral fuels	43.7	44.3	44.0	2.58	2.52	2.28	112.53	111.83	100.18
Non-metals, except fuels	43.4	43.0	42.0	2.85	2.81	2.60	123.61	120.85	109.14
Quarries and sand pits	44.5	43.9	44.2	2.36	2.36	2.21	105.23	103.51	97.65
Services incidental to mining	46.1	44.5	44.4	3.27	3.28	3.02	150.76	146.04	134.14
MANUFACTURING	40.4	40.0	40.1	2.49	2.49	2.33	100.42	99.52	93.26
Durable goods	40.9	40.1	40.2	2.67	2.67	2.50	109.08	107.23	100.46
Non-durable goods	39.9	39.8	40.0	2.31	2.30	2.15	92.17	91.78	85.82
Food and beverages	39.4	39.7	39.7	2.26	2.25	2.07	88.94	89.43	82.36
Foods	39.3	39.7	39.6	2.20	2.20	2.01	86.40	87.19	79.65
Beverages	40.3	40.3	40.9	2.67	2.64	2.52	107.61	106.48	103.01
Tobacco processing and products	38.6	38.8	39.2	2.43	2.42	2.26	93.64	94.11	88.57
Rubber products	41.4	42.3	41.5	2.52	2.56	2.37	104.35	108.21	98.24
Leather products	40.5	40.3	40.2	1.71	1.70	1.60	69.32	68.61	64.44
Textile products	41.2	41.1	41.6	1.95	1.95	1.81	80.42	80.16	75.11
Miscellaneous textiles	39.8	39.1	39.7	1.81	1.94	1.67	72.06	75.85	66.39
Knitting mills	41.3	40.9	40.6	1.52	1.52	1.43	62.78	62.12	58.21
Clothing	37.8	36.9	37.2	1.69	1.68	1.55	63.73	61.88	57.79
Wood products	40.6	40.1	40.7	2.40	2.40	2.19	97.18	96.12	88.31
Furniture and fixtures	41.6	41.3	41.3	1.98	1.97	1.85	82.30	81.54	76.18
Paper and allied industries	40.9	40.9	41.3	2.96	2.94	2.77	121.06	120.40	114.33
Pulp and Paper mills	41.1	41.1	41.5	3.22	3.21	3.04	132.41	131.85	126.21
Printing, publishing and allied industries	38.1	37.8	38.5	2.97	2.93	2.79	113.32	110.59	107.53
Primary metal industries	40.7	40.7	40.3	3.05	3.04	2.88	124.00	123.78	115.88
Iron and steel mills	40.1	40.3	38.9	3.16	3.16	3.02	127.01	127.22	117.53
Metal fabricating industries	41.1	40.9	41.0	2.63	2.62	2.47	108.06	107.04	101.35
Machinery, except electrical	41.2	40.9	41.8	2.81	2.79	2.64	115.61	114.12	110.63
Transportation equipment	41.0	38.2	37.7	2.87	2.88	2.70	117.61	110.06	102.02
Aircraft and parts	41.8	42.2	42.6	2.95	2.86	2.71	123.18	120.42	115.25
Motor vehicles	40.9	36.2	35.0	2.88	2.94	2.78	117.83	106.57	97.09
Assembling	40.5	30.8	31.6	3.22	3.15	2.98	130.71	97.04	94.21
Parts and accessories	41.2	41.3	37.8	2.67	2.85	2.67	110.09	117.63	101.02
Shipbuilding and repairing	39.9	39.2	40.2	2.87	2.88	2.59	114.62	112.86	103.87
Electrical products	40.2	40.1	40.7	2.44	2.44	2.27	98.07	98.00	92.27
Communications equipment	40.0	40.4	41.1	2.35	2.35	2.20	94.21	95.04	90.37
Non-metallic mineral products	41.7	41.3	41.6	2.60	2.59	2.41	108.33	106.96	100.49
Petroleum and coal products	43.0	43.6	41.7	3.49	3.57	3.27	150.31	155.69	136.28
Chemical and chemical products	40.9	40.8	40.8	2.69	2.68	2.53	110.00	109.28	103.10
Miscellaneous manufacturing industries	40.5	40.3	40.6	2.05	2.04	1.91	82.91	82.30	77.54
CONSTRUCTION	40.2	39.9	40.8	3.28	3.25	3.10	131.97	129.64	126.53
Building	38.6	38.6	39.6	3.35	3.32	3.08	129.61	128.26	121.80
General contractors	39.2	38.8	39.7	3.25	3.20	2.96	127.48	124.10	117.33
Special trade contractors	38.2	38.5	39.5	3.44	3.42	3.18	131.27	131.52	125.52
Engineering	44.0	42.9	43.9	3.13	3.10	3.15	137.77	132.93	138.34
Highways, bridges and streets	44.2	44.0	43.0	2.56	2.53	2.44	113.14	111.16	104.85
Other engineering	43.8	42.1	44.4	3.54	3.51	3.54	154.88	147.66	157.30
OTHER INDUSTRIES									
Urban transit	40.8	41.2	42.1	3.11	3.10	2.79	126.91	127.53	117.41
Highway and bridge maintenance	40.7	40.3	38.0	2.35	2.39	2.14	95.56	96.21	81.40
Laundries, cleaners and pressers	38.3	38.3	38.0	1.45	1.45	1.37	55.65	55.43	51.97
Hotels, restaurants and taverns	33.5	33.4	34.3	1.47	1.45	1.36	49.13	48.51	46.50

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January*	40.0	2.49	99.52	133.7	113.1
February†	40.4	2.49	100.42	134.9	113.8

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
				$	$	$
Newfoundland	39.7	39.8	39.6	2.22	2.15	2.15
Nova Scotia	39.4	40.4	39.8	2.03	2.03	1.91
New Brunswick	40.9	40.9	41.6	2.10	2.10	1.98
Quebec	41.2	40.9	41.4	2.25	2.25	2.09
Ontario	40.4	39.7	39.7	2.59	2.60	2.44
Manitoba	39.2	39.5	39.3	2.20	2.22	2.05
Saskatchewan	39.4	39.1	38.9	2.64	2.62	2.36
Alberta	39.8	39.2	39.3	2.55	2.54	2.37
British Columbia	38.0	37.8	37.9	3.16	3.15	2.92

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1968—February	4,905,000	4,245,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, March 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	123,526	3,318,661
Prince Edward Island	25,986	651,651
Nova Scotia	128,226	3,233,981
New Brunswick	115,974	3,022,479
Quebec	770,584	20,881,786
Ontario	704,800	18,497,305
Manitoba	92,428	2,411,640
Saskatchewan	81,746	2,147,615
Alberta	84,528	2,242,121
British Columbia	272,039	7,297,558
Total, Canada, March 1968	2,399,837	63,704,797
Total, Canada, February 1968	2,232,737	59,548,128
Total, Canada, March 1967	2,058,979	53,166,725

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, March 1968

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	6,259	5,101	1,158	5,996	5,020	976	2,087
Prince Edward Island	987	892	95	1,164	1,045	119	210
Nova Scotia	7,202	5,574	1,628	7,009	6,014	995	2,103
New Brunswick	7,746	6,568	1,178	7,781	6,814	967	2,180
Quebec	63,635	47,226	16,409	66,581	56,272	10,309	18,983
Ontario	58,600	43,471	15,129	65,181	52,892	12,289	16,558
Manitoba	6,092	4,957	1,135	6,608	5,336	1,272	1,694
Saskatchewan	4,844	4,036	808	5,269	4,289	980	1,342
Alberta	8,058	6,308	1,750	8,476	6,585	1,891	2,292
British Columbia	19,575	14,095	5,480	19,810	15,825	3,985	5,575
Total, Canada, March 1968	182,998*	138,228	44,770	193,875†	160,092	33,783	53,024
Total, Canada, February 1968	198,009	151,324	46,685	222,879	180,145	42,734	63,901
Total, Canada, March 1967	182,361	134,423	47,938	181,940	149,531	32,409	60,052

*In addition, revised claims received numbered 41,553.

†In addition, 44,138 revised claims were disposed of. Of these, 8,034 were special requests not granted and 2,082 were appeals by claimants. There were 8,034 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 29, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	February 29 1968	March 31 1967
CANADA	656,941	182,964	235,510	195,545	42,922	659,480	543,770
Male	482,310	138,413	177,249	145,343	21,305	486,017	403,820
Female	174,631	44,551	58,261	50,202	21,617	173,463	139,950
NEWFOUNDLAND	33,086	6,557	11,769	13,584	1,176	34,955	32,992
Male	29,820	5,966	10,602	12,512	740	31,646	30,161
Female	3,266	591	1,167	1,072	436	3,309	2,831
PRINCE EDWARD ISLAND	6,444	678	2,582	2,961	223	7,317	6,181
Male	5,343	545	2,210	2,475	113	5,851	5,008
Female	1,101	133	372	486	110	1,466	1,173
NOVA SCOTIA	35,748	6,614	16,359	10,675	2,100	37,740	34,409
Male	28,841	5,338	13,045	9,013	1,445	30,940	28,582
Female	6,907	1,276	3,314	1,662	655	6,800	5,827
NEW BRUNSWICK	34,143	5,697	12,919	13,682	1,845	35,485	34,172
Male	27,399	4,762	10,823	10,759	1,055	28,226	27,886
Female	6,744	935	2,096	2,923	790	7,259	6,286
QUEBEC	210,607	66,615	74,479	55,577	13,936	202,444	172,386
Male	163,717	54,320	60,617	41,553	7,227	155,901	136,353
Female	46,890	12,295	13,862	14,024	6,709	46,543	36,033
ONTARIO	194,317	59,533	66,982	51,269	16,533	193,929	152,613
Male	124,490	39,634	45,365	32,110	7,381	125,599	96,901
Female	69,827	19,899	21,617	19,159	9,152	68,330	55,712
MANITOBA	25,603	6,570	9,440	8,315	1,278	24,865	18,568
Male	18,817	4,605	6,928	6,628	656	18,474	13,606
Female	6,786	1,965	2,512	1,687	622	6,391	4,962
SASKATCHEWAN	20,484	4,377	7,531	7,707	869	20,773	15,477
Male	16,231	3,387	6,094	6,417	333	16,528	11,999
Female	4,253	990	1,437	1,290	536	4,245	3,478
ALBERTA	26,059	8,047	9,203	7,293	1,516	26,700	20,761
Male	19,232	6,144	6,786	5,581	721	19,986	15,379
Female	6,827	1,903	2,417	1,712	795	6,714	5,382
BRITISH COLUMBIA	70,450	18,276	24,246	24,482	3,446	75,272	56,211
Male	48,420	13,712	14,779	18,295	1,634	52,866	37,945
Female	22,030	4,564	9,467	6,187	1,812	22,406	18,266

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of May 1968

	All Items									
	May 1968	*April 1968*	*May 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	135.0	134.4	129.2	128.8	124.3	133.9	132.0	194.4	160.2	139.2
Halifax	145.7	145.7	140.3	143.5	141.6	143.9	146.6	203.5	193.1	139.8
Saint John	149.3	148.8	143.0	148.1	140.5	146.5	161.8	217.7	179.5	139.7
Montreal	152.0	152.0	147.2	155.2	146.1	127.2	185.7	199.3	178.8	146.5
Ottawa	153.0	152.5	146.2	151.8	146.4	139.9	177.7	207.9	172.8	152.8
Toronto	155.5	155.6	149.8	146.8	156.8	143.4	159.9	195.4	215.4	149.4
Winnipeg	149.4	149.0	141.9	149.3	137.4	151.0	151.7	210.4	169.2	154.5
Saskatoon-Regina	144.5	144.0	139.1	146.8	137.0	150.0	147.3	170.2	168.2	140.5
Edmonton-Calgary	144.5	144.5	138.9	139.7	139.9	146.4	146.8	206.3	167.3	132.1
Vancouver	148.0	148.3	143.0	144.7	149.1	139.5	157.2	180.8	166.9	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belong to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30

*Preliminary.

TABLE G-2—Strikes and Lockouts, May 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	64	130
Forestry	—	—	—
Mines	1	16	260
Manufacturing	74	27,139	373,070
Construction	15	2,184	18,870
Transportation and utilities	4	448	4,600
Trade	7	301	2,560
Finance	—	—	—
Service	10	626	8,250
Public administration	4	215	2,970
ALL INDUSTRIES	116	30,993	410,710

TABLE G-3—Strikes and Lockouts, May 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	15	330
Prince Edward Island	—	—	—
Nova Scotia	4	673	1,730
New Brunswick	2	327	450
Quebec	25	4,338	49,870
Ontario	62	20,650	310,370
Manitoba	1	5	110
Saskatchewan	4	367	5,100
Alberta	3	96	840
British Columbia	10	4,128	35,560
Federal	4	394	6,350
ALL JURISDICTIONS	116	30,993	410,710

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days May	Duration Man-Days Accumulated	Starting Date — Termination Date	Major Issues — Results
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	3,980	Apr. 27 —	Wages, fringe benefits—
Hiram Walker and Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	12,630	12,630	May 2 —	Pensions, job security, other benefits—
Catelli-Habitant Limited, Montreal, Que.	Bakery Workers Loc. 333 (CLC)	400	2,800	2,800	May 6 May 15	Wages—85¢ an hr. increase over a 3-yr. contract.
National Sea Products Ltd., Halifax, N.S.	Seafood Workers Locs. 102 & 104 (AFL-CIO/CLC)	350	350	350	May 22 May 23	Protesting suspension of eight workers—Return of workers pending discussions.
Robin Hood Flour Mills Ltd.,* Montreal, Que.	Commerce and Office Employees (CNTU)	130	690	690	May 24 —	Wages—
Tobacco Products						
Rothmans of Pall Mall Canada Limited, Quebec, Que.	Tobacco Workers Loc. 261 (AFL-CIO/CLC)	366	4,850	4,850	May 6 May 27	Guarantee against transfer of employees, management rights, length of the agreement, vacations, holidays, hours, job description—Wage increases, other improved benefits.
Rothmans of Pall Mall Canada Limited, Toronto, Ont.	Tobacco Workers Loc. 319 (AFL-CIO/CLC)	365	550	550	May 13 May 15	In support of Local 261—Return of workers.
Rubber						
Firestone Tire & Rubber Company Limited, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,170	2,930	2,930	May 1 May 5	Delay in signing agreement—Wage increases ranging from 59¢ to $1.09 an hr. over 3-yr. agreement; improved fringe benefits.
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,997	57,020	57,020	May 3 —	Wages, hours—
Dunlop Canada Ltd., Whitby, Ont.	Rubber Workers Loc. 494 (AFL-CIO/CLC)	100	80	80	May 8 May 8	Alleged grievance—Union persuaded men to return to work.
Clothing						
Utex Corp., Victoriaville, Que.	Clothing Workers' Federation (CNTU)	375	560	560	May 14 May 16	Dissatisfaction with designer—Return of workers.
Wood						
Several lumber companies, Various locations British Columbia	Woodworkers various locals (AFL-CIO/CLC)	3,668	29,790	341,580	Oct. 4 May 14	Wages—Return of workers, settlement not reported.
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,510	18,260	Jan. 25 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days* — *May*	*Duration Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Livingston Industries Ltd., Tillsonburg, Ont.	Woodworkers Loc. 2-167 (AFL-CIO/CLC)	506	510	510	May 31 —	Wages, working conditions—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	5,500	6,000	Apr. 29 —	Wages, retroactive pay, night shift premiums, vacations, duration of contract—
The E. B. Eddy Co., Hull, Que.	Various unions	1,100	9,430	9,430	May 19 —	Wages—
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	402,030	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Thirteen printing firms, Regina, Sask.	Regina Allied Printing Trades Unions	160	960	960	May 24 —	Wages—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	4,620	Apr. 2 —	Wages—
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	7,090	11,200	Apr. 13 —	Wages, hours, working conditions
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,440	3,440	May 4 —	Wages, other benefits—
Atlas Steel Co. (Division of Rio Algom Mines), Welland, Ont.	Steelworkers (AFL-CIO/CLC)	1,757	4,980	4,980	May 9 May 13	Wages—31¢ per hr. increase over a 2-yr. contract, 3 weeks vacation after 5 years, other improvements.
East Coast Smelting & Chemical Co. Ltd., Belledune, N.B.	Steelworkers Loc. 7085 (AFL-CIO/CLC)	325	410	410	May 22 May 24	Disagreements between company official and union local executive— Return of workers.
The Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	120	860	860	May 22 —	Alleged grievances—
Metal Fabricating						
H. K. Porter Canada Ltd., Acton, Ont.	CLC—directly chartered	102	920	1,740	Apr. 18 May 14	Wages—15¢ an hr. increase retroactive to Jan. 1, 1968, 5¢ Aug. 1, 1968, 10¢ Feb. 1, 1969, 10¢ Aug. 1, 1969; plus job reclassification.
Volcano Limitée, St. Hyacinthe, Que.	Metal Trades' Federation (CNTU)	137	410	410	May 28 —	Wages—
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	220	220	May 30 —	Wages—
Machinery						
Massey-Ferguson Industries Ltd., Brantford and Toronto, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	6,000	132,000	177,000	Apr. 19 —	Wages, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days* — *May*	*Duration Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Dover Corp. (Canada) Ltd. Division Turnbull Elevator, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,280	3,280	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,090	2,090	May 6 —	Wages—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	6,050	14,580	Mar. 18 —	Wages—
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,940	19,430	Apr. 1 —	Wages—
Kelsey-Hayes Canada Limited, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	625	13,130	23,440	Apr. 5 May 31	Wages, benefits working conditions— 47¢ an hr. increase retroactive to Dec. 17, 1967, additional 60¢ an hr. spread over a 2-yr. period for skilled workers, 17¢ an hr. increase retroactive to Dec. 17, 1967, additional 47¢ an hr. spread over a 2-yr. period for production workers, other improved benefits.
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	1,240	1,650	Apr. 29 May 9	Wages—Return of workers pending further negotiations.
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	1,660	1,660	May 22 —	Wages, fringe benefits, working conditions—
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,310	7,860	Feb. 15 —	Wages—
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	8,690	9,880	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	2,760	2,760	May 17 —	Wages, union security, grievance procedure—
Construction						
Saskatoon Electrical Contractors Association, Saskatoon and area, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	3,960	6,840	Apr. 8 —	Wages, overtime, closed shop, double time pay—
London Sheet Metal Contractors Association, London and Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	3,440	3,440	May 6 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days* — *May*	*Duration Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Hamilton Construction Assoc., Hamilton and area, Ont.	Labourers Loc. 837 (AFL-CIO/CLC)	1,000	6,000	6,000	May 13 May 21	Disagreement over new contract—30¢ an. hr. increase immediately, 20¢ an hr. Nov. 1, 1968, plus 10¢ an hr. for a welfare plan starting Nov. 1, 1968.
Four glass firms, Ottawa, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	112	1,570	1,570	May 13 —	Wages—
Lummus Co. of Canada Ltd., Point Tupper, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	250	1,250	1,250	May 16 May 23	Protesting dismissal of one laborer —Union persuaded men to return to work.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	300	300	May 29 —	Delayed negotiations in a new contract—
TRANSPORTATION AND UTILITIES						
Transportation						
Québec—Autobus, Quebec, Que.	Public Service Employees' Federation (CNTU)	280	1,400	1,400	May 11 May 19	Wages—26¢ an hr. increase immediately, 22¢ May 17, 1969; $140. retroactive pay.
TRADE						
Montreal Armature Works Ltd., Montreal, Que.	I.U.E. Loc. 530 (AFL-CIO/CLC)	100	280	280	May 29 —	Wages—
SERVICE						
Education						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	209	1,050	1,050	May 10 May 17	Wages—Wage increases.
SERVICE						
Personal Services						
Commandant Properties Limited (Seigniory Club), Montebello, Que.	Railway, Transport and General Workers Loc. 281 (CLC)	230	5,090	6,350	Apr. 23 —	Wages, fringe benefits—
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	1,400	7,990	Feb. 5 May 21	Wages—38% wage increase for labourers, 35% for tradesmen over a 2-yr. contract; other improvements.

*Federal jurisdiction.

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During First Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	—	—	—	—	1	1	1	—	—	—	—	3	1.7
20–24	—	3	—	6	4	4	2	1	—	1	—	21	11.9
25–44	—	11	1	12	15	25	17	4	—	5	5	95	53.7
45–64	—	3	—	8	11	5	13	7	—	1	5	53	29.9
65 and over	—	—	—	2	—	2	—	—	—	1	—	5	2.8
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	15	—	—	1	1	—	—	—	—	1	18	10.2
Fishermen (c)	—	—	1	—	—	—	—	—	—	—	—	1	0.6
Miners (d)	—	—	—	21	1	—	—	—	—	—	—	22	12.4
Craftsmen (e)	—	1	—	4	19	18	7	3	—	1	1	54	30.5
Labourers (f)	—	—	—	—	4	14	2	2	—	1	1	24	13.6
Transport (g)	—	1	—	1	4	2	22	4	—	4	—	38	21.5
Managerial	—	—	—	1	1	1	—	—	—	—	1	4	2.2
Professional (h)	—	—	—	1	1	1	1	—	—	—	—	4	2.2
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	—	—	—	3	—	—	—	3	1.7
Service (i)	—	—	—	—	—	—	1	—	—	2	6	9	5.1
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	9	—	8	6	6	9	2	—	—	—	40	22.6
Falls and slips (k)	—	1	—	4	4	16	3	2	—	1	2	33	18.6
Collisions, derailments (l)	—	5	—	3	3	6	15	5	—	5	2	44	24.9
Caught in, on, between (m)	—	1	—	4	8	3	2	—	—	—	2	20	11.3
Inhalations (n)	—	—	—	4	1	1	—	1	—	—	—	7	4.0
Conflagrations (o)	—	—	1	4	3	—	—	—	—	1	2	11	6.2
Electric current (p)	—	—	—	—	3	2	—	—	—	—	—	5	2.8
Over-exertion (q)	—	—	—	—	1	1	3	1	—	1	1	8	4.5
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	1	—	1	2	2	1	1	—	—	1	9	5.1
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
PER CENT OF TOTAL	—	9.6	0.6	15.8	17.5	21.0	18.6	6.8	—	4.5	5.6	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 136 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 41 were obtained from other sources.

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Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1966. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

labour gazette

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Cover Photograph

The Nova Scotia schooner, *Bluenose II*, carried delegates of the Canadian Manufacturers' Association and their wives on daily cruises just prior to the Association's 97th annual general meeting in Halifax. An account of the convention appears on p. 522.

Photo by the Canadian Government Travel Bureau

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Bryce Mackasey

New Minister of Labour

Hon. Bryce Mackasey was appointed federal Minister of Labour in Prime Minister Trudeau's Cabinet shuffle on July 5, following the federal election. His portfolio includes ministerial responsibility for the Unemployment Insurance Commission.

Mr. Mackasey was born in Quebec City in 1921. He was educated at St. Patrick's High School in Quebec City, and graduated in Commerce from McGill University and Sir George Williams University in Montreal.

In his early working life, he was employed for 10 years in Canadian National Railways shops. During 12 years in active union life, he held the posts of financial secretary and shop chairman of Local 561, International Brotherhood of Electrical Workers, in Montreal.

Mr. Mackasey was first elected to the House of Commons in the general election of 1962, representing the constituency of Verdun, Quebec. He was re-elected in the following three general elections in 1963, 1965 and 1968. In July 1965, he was appointed Parliamentary Secretary to the Minister of National Health and Welfare, and in January 1966, he was appointed Parliamentary Secretary to the Minister of Labour.

In 1963, he was a delegate to the United Nations, and in 1965, he represented Canada on a visit to the Republic of China. He represented Canada in July 1966 in a delegation to Poland. He is past chairman of the National Liberal Caucus.

On February 9, 1968, Bryce Mackasey was appointed to the federal Cabinet as Minister without Portfolio.

Labour Day Messages

Avenues of Communication

By Hon. Bryce Mackasey

Minister of Labour

THIS is my first Labour Day message since I became Minister of Labour. Although I have held this post for only a very short time, I have been familiar with the porfolio and with federal labour matters for some considerable time; long enough to come to some definite conclusions about my responsibilities and those of my department.

I believe that one of my first responsibilities should be to strengthen the voice of labour, of working Canadians, in the business of government.

By this, I am not suggesting that I should identify myself with organized labour any more than with any other group or institution. A minister's overriding responsibility is to all Canada and all Canadians. From such a position, I believe the Minister of Labour can do the best job of keeping before the Cabinet the needs and interests of labour in general. He, if anyone, must make sure that the impact of government policies on people's jobs, security and opportunities is always foreseen and carefully weighed.

I know very well that, if I am to do this effectively, I must have much more information than I now have—perhaps more than ministers of labour have ever needed in the past. For that reason, I want to open up new avenues of communication with the leaders of labour and management. I want to develop a free interchange of opinions and information through personal contacts and frank discussions, and I am making this a first order of business.

There is no doubt that the labour portfolio is rapidly growing in significance and influence, and I think that both labour and management have a stake in helping to ensure that the portfolio enjoys the stature it needs to do justice to the importance of labour matters today.

The Department has made great progress over the last year or so in the implementation of the Canada Labour (Standards) Code. The Code has had a general influence for good in our area of jurisdiction, and has set goals, particularly in relation to hours of work and minimum wages, far beyond the federal jurisdiction. With the help of the provinces, we are also making progress in realizing the intent of the Canada Labour (Safety) Code, which promises to be an effective and progressive piece of legislation.

I am convinced that a great need in modern industrial relations is for more consultation, more means by which union and management can keep up a continuing dialogue on their joint problems and mutual interests. For many years the Department has promoted the union-management consultation committee as one proven means to this end. More recently, it added a new dimension when it began a series of meetings with leaders of the railway unions and management. Similar meetings will be held in other major industries in our jurisdiction.

I am also completely committed to certain of the recommendations of the Royal Commission under Mr. Justice Freedman, and to the philosophy that underlies them. I think that this report indicates the direction in which we should be moving to deal fairly and effectively with the effects of technological change—certainly one of today's major labour problems.

I think that it is still too early for me to make a statement on labour legislation. That will have to wait until Parliament convenes. I can say, however, that in my view, the day for stop-gap, narrow-advantage legislation is past; labour measures in the future must be planned and timed in balance with our whole legislative structure, and to further the long-term aims of our society.

The new Government is dedicated to the creation of a just society. This is a concept broad enough to affect all government activities, but I think it also expresses, in two words, what industrial relations is all about. My aim is to make present and future labour legislation, and the operation of all my Department's programs, as just, as perfect, and as constructive as possible.



MacDonald

A Time for Rededication



Smith

Turning Point

By Donald MacDonald
President
Canadian Labour Congress

THIS Labour Day finds both our country and the Canadian labour movement at a vitally important turning point. Canada has a newly elected Government which is confronted by challenges that are of very great importance to every individual Canadian. At the same time, our own organization, the Canadian Labour Congress, is entering upon a new phase of its history with changes envisaged that are designed to keep the Canadian labour movement in pace with the new and changing demands of the time.

Between these two areas—government and labour—there is a relationship that may well have a marked bearing on our success or failure as a nation. The Canadian trade union movement has been enjoying unprecedented growth, and there is every indication that this will continue. The time has now come to make this growth effective, in the interests of the working people of the country, both by influencing those in authority and by taking direct economic action.

Much of labour's interest naturally lies in the economic field. It is, of course, impossible to hazard a guess as to just what the future holds in this area. This is particularly true because recent experiences have once again demonstrated that, although some sections of the economy may experience expansion, or although there may be periods of general economic growth, the danger of serious unemployment always lurks in the background.

Continued on page 526

By Charles Smith
Chairman
Canadian Railway Labour Executives' Association

THE Canadian Railway Labour Executives' Association welcomes this opportunity to participate in the recognition of Labour Day.

It is a day which differs in almost every essential from other holidays. It is not a commemoration of any single person, living or dead, or any race or nation. It is, rather, an annual tribute to working people, and recognition of their contribution to economic growth and the welfare of humanity in general.

History records the first Labour Day parade as being held in 1872, when unionists marched to the home of Prime Minister Sir John A. Macdonald to advocate abolition of the laws that made trade unions illegal.

Finally, in 1894, Parliament declared the first Monday in September an official annual Labour Day holiday—and so we pause to remember not only those who so successfully struggled to establish the dignity of labour, but also the workers of today who face the challenge of adaptability to technological change.

The Canadian Railway Labour Executives' Association is well aware of the continued agitation in some quarters for a drastic curtailment of Union strength. The oft repeated cry of "compulsory arbitration" neglects to take cognizance of the fact that the workers' right to refuse to work under conditions that are not acceptable gives some measure of equality at the bargaining table and, more often than not, results in a peaceful settlement of matters in dispute.

Union members have a right to expect competent management of the internal affairs of their organizations, and as activities expand in the community and international field, the Canadian Railway Labour Executives' Association is proving its value as a co-ordinating and policy-making body on all matters of mutual interest. The ultimate objective of the CRLEA to be recognized as the voice of all labour in the transportation industry is not unrealistic, and by building on a strong foundation of confidence and mutual respect among participants, gradual progress to this end is being achieved.

We now have a Government elected with a mandate to promote a "Just Society," as espoused by the Prime Minister, and we shall watch with interest the interpretation placed upon this slogan as the policies of Government develop.

The objectives of our unions are to secure a "just remuneration in exchange for labour" and "just working conditions and working hours," so that our people may obtain the intellectual development and social enjoyment to which all humanity is justly entitled.

The Canadian Railway Labour Executives' Association is doing everything possible to promote unity in railway labour in all ten provinces. We refuse to recognize wage disparity between the richer and poorer regions of our country, and we shall continue to fight for the principle of national collective bargaining.

We continue to look forward with interest to the final report of the "Woods Task Force," as we attach a great deal of importance to the comprehensive study being made by this Commission.

Like all citizens of Canada, we deplore the violence that has erupted in many parts of the world, particularly the distressing racial riots in the neighbouring United States.

Our International Affairs Committee, through participation in the International Transport Workers' Federation, is seeking remedial measures. It is not enough to subdue rioting by force of arms; the cause which leads to frustration and ultimate violence must be sought out and removed.

Surely government and labour have a mutual responsibility in this area, and the Canadian Railway Labour Executives' Association is prepared to co-operate through consultative services or other procedures to eliminate the causes that could lead to similar violence in our own country.

On this Labour Day, let us rededicate ourselves to the task of promoting peace and happiness in the world, so that all may participate in the great benefits scientific advances have made possible.

50 Years Ago

From the Labour Gazette September 1918

U.S. seamen's unions succeeded in abolishing a hiring "blacklist" device. Canadians were asked to halve their sugar intake in the interests of conservation.

Seamen's unions won two major victories in the fall of 1918, the September issue of the LABOUR GAZETTE reported. The United States Shipping Board decided to abolish the "Welfare Plan Discharge Book" used by the Lake Carriers' Association, and compelled the Association to admit union representatives to docks and ships.

The discharge book was part of a so-called "welfare plan" that provided admittance to assembly rooms at various ports. For an annual fee, each member was given a registration or record discharge book in which a record of his services was kept. When applying for work, the sailor presented the book to the local assembly room or shipping office official and to the captain of the ship. The book was kept by the captain until the end of the trip, when he signed the sailor's discharge. If the entry was favourable, the book was returned directly to the man, but if it was unfavourable, the book was handed to the secretary of the Association, who had the authority to cancel the sailor's membership in the plan.

For many years the plan had been the cause of serious dissension between the ships' owners and their employees. The sailors alleged that the assembly rooms were virtually employment offices for the hiring of non-union men, and that the discharge books constituted an effective blacklist and perpetuated a wholesale strike-breaking system. This was a serious charge, because the Lake Carriers controlled about 400 ships on the Great Lakes at that time.

The beginning of the end for the discharge books came when a strike was threatened on October 1, 1917, and the United States Shipping Board intervened and extracted a promise from the Association to abolish discharge books or modify the plan. But the Association only partially kept its word. It issued new discharge books, omitting only some of the objectionable features, and the unions threatened another strike on the grounds that the books were still being used to discriminate against union men.

The Shipping Board stepped into the dispute a second time and firmly outlawed the books. The board decided that a simple certificate of membership to the welfare plan was sufficient, and that it would remain the property of the man to whom it was issued. The holder of the certificate was not required to deposit the certificate or even produce it at the time of hiring.

Stated the board: "It is the intent of this finding that seamen should be employed solely with reference to their fitness for the work, and not with reference to membership in the welfare plan, nor with reference to affiliation with, or activity in, any union. With the foregoing modification in force, the Shipping Board believes that the welfare plan will not be open to the charge of being an instrument for discrimination against union men."

The seamen ultimately triumphed again, when a conference was held on August 1 between the Labour Adjustment Commission of the Shipping Board, the union, the lake shipping companies and the Lake Carriers' Association. At the conference, a working agreement was signed in which the companies agreed to recognize the Great Lakes unions and to grant union representatives access to their docks and vessels. The long-festering disputes over wages and other matters were placed in the hands of the Shipping Board for final adjustment.

* * *

If the people of Canada would use only one teaspoonful of sugar instead of two in their cup of tea, the Canada Food Board pointed out in 1918, the country would save three times the amount of sugar allowed to candy and confectionery manufacturers for one year.

Restaurants were restricted to two pounds of sugar for every 90 meals served, and soda fountains and ice cream establishments were restricted to 25 per cent of the average monthly amount of sugar used during 1917.

Manufacturers of bread and bread rolls could use only one-half pound of brown or yellow sugar to one hundred pounds of flour.

The Board issued a statement asking the public to voluntarily ration their ordinary household sugar to two pounds a month for each person including the quantity served at meals and in cooking. An exception was made for sugar needed in preserving fruit.

* * *

Unaware that 50 years later their counterparts would be fighting for an annual income of $6,000 a year or more, Catholic women teachers holding an academic diploma had their maximum yearly salaries raised to $800 from $700. Those holding a model diploma were raised to $700 from $600, and for all elementary diplomas, $600 from $500. The increase affected some 270 teachers.

* * *

Canadian women workers were luckier than their counterparts in Britain. They at least received equal pay for equal work on jobs formerly considered the male prerogative. Britain's official government publication, also titled the *Labour Gazette*, expressed concern that the postwar problem of inadequate wages for unskilled and unorganized workers, especially women, might be acute.

A large number of women had left occupations, such as dressmaking, to work in war industries and other masculine occupations. The British journal said that they would find keen competition when they tried to return to their former jobs in the trades, and that many would be driven to compete with returning soldiers for industrial jobs.

"The competition for employment may reduce wages to an unduly low level, unless precautionary measures are taken," the journal said. One precautionary measure was to extend the Trade Boards Act, 1909, which had the power to censure companies guilty of paying "exceptionally low" wages.

"In normal times," the British journal reported, "the wages of large numbers of women workers are very low, and this fact has made it very difficult to charge that the wages of women in any given trade were 'exceptionally low.' "

Some of the conclusions reached by the Board were that women employed in the same work as men equalled or excelled men in respect to output, and in some processes their superiority was marked. "The attitude of women frequently is reported as more receptive, steadier, and more conscientious than that of new men workers at present available."

Manpower shift necessary in Atlantic fishery — APEC

A study released by the Atlantic Provinces Economic Council, titled *The Atlantic Fishery* (APEC, Halifax, 1968), makes some radical suggestions concerning ways in which the Atlantic fishing industry can cash in on the bulk of an increase in market demand somewhere between 230 and 475 million pounds by 1975.

The study reveals a glowing future for the industry, but it warns that the industry must follow firm, progressive guidelines to collect the bonanza.

It must:

- expand and modernize its offshore fishery;
- shift 10,000 to 15,000 small-scale, "redundant" inshore fishermen into productive capacities elsewhere so that those remaining can raise their productivity and earn an adequate wage; and
- centralize its small fishing communities into larger fishing towns.

The APEC study calls for policies that would:

- concentrate public expenditures on capital inputs such as wharves, harbour developments, plant water supplies and other forms of social overhead in a number of larger fishing towns to avoid scattering these resources over smaller, less viable areas;
- set up programs to assist in training fishermen to man the offshore vessels;
- encourage research into new fish product development to raise per capita consumption of fish and help fish compete with other food products; and
- establish a vigorous promotional effort geared to deeper penetration of the United States market and capitalization on its tremendous potential.

This forecast is based on optimism that Canada will at least maintain its current share of a North American market bolstered by population growth and higher per capita consumption, and expectations that the benefits from the Kennedy Round tariff reductions will give Canadian fish and fish products better access to world markets.

The study suggests that the shifting of 10,000 to 15,000 "redundant" inshore fishermen into productive capacities elsewhere "cannot take place overnight; but can proceed only as fast as jobs become available in other fields."

Many of the inshore fishermen, because of age or lack of education, couldn't make the transition, the APEC study says, and any mobility program must be aimed at the young, letting eventual retirement of the older fishermen gradually reduce their numbers to a more viable level, even though this might take longer than would otherwise be desirable.

"Under such conditions," says the report, "if entry into the industry is restricted, subsidization of these fishermen so as to ensure a minimum level of income could be justified until such time as the numbers are reduced sufficiently to assure those remaining a better standard of living."

CLC will establish maritime committee

The Canadian Labour Congress has decided to establish a permanent committee to deal with maritime problems.

At the CLC convention in Toronto last May (L. G., July, p. 377), a recommandation was passed stating that "trade departments may be chartered and established as deemed appropriate and feasible." Specific reference was made to a proposed maritimes committee within the CLC, which may eventually develop into a maritime trades department similar to the one in the AFL-CIO.

The decision to set up the maritime committee was taken at a meeting in Ottawa of delegates from 14 CLC unions called early in July to take a look at Canada's maritime future. The delegates represented unions connected with the shipping and shipbuilding industries. They decided to form a continuous committee, and outlined areas for research. A spokesman said that reports of heavy layoffs in Canadian shipyards were presented, and Canada's lack of a merchant fleet was deplored. The committee will meet again on September 18 to review its program and to see what further research material is available.

The purpose of the committee, a CLC spokesman said, is to prepare a comprehensive and co-ordinated program for making representations to the federal Government concerning the shipping and shipbuilding industries. This is part of a general plan to develop greater co-operation among CLC member unions and to consolidate union strength in a move to create fewer individual unions through amalgamation. In keeping with this policy, councils in different industries will be set up to exchange information and co-ordinate their efforts.

Arbitration commission to be formed in Ontario

A bill authorizing the establishment of an Ontario labour-management arbitration commission was introduced in the Ontario Legislature during June.

The proposed commission will comprise an impartial chairman and three representatives each from management and labour. It will be responsible for:

- recruiting, training and maintaining a panel of acceptable arbitrators and arbitration board chairmen;
- providing administrative services to arbitrators, such as arranging meeting dates and facilities, as well as producing and distributing arbitration decisions; and
- sponsoring research into the arbitration process, and publishing awards and information relating to arbitration.

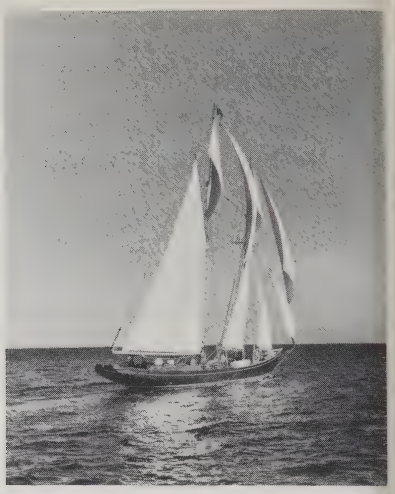
The arbitration commission will deal only with grievances that arise during the life of an agreement. As is now the practice, the parties will be free to agree mutually on an arbitrator or arbitration board chairman. They will probably be selected from the roster of arbitrators and chairmen maintained by the commission. Failing agreement, the parties will apply to the Department of Labour for an appointment under the Ontario Labour Relations Act. Costs of arbitration will still be shared by the parties to the dispute, but the commission may set a schedule of fees.

Outlining the reasons for appointment of the commission, Labour Minister Dalton Bales pointed out that strikes and lockouts are prohibited under Ontario law during the life of the collective agreement. "All grievances and disputes over the interpretation, application or alleged violation of an agreement—if not settled directly by the parties—are subject to final and binding adjudication through arbitration."

In previous years, a large proportion of the 2,000 grievances arising annually in Ontario were submitted to county judges for arbitration. Last year, however, the federal Government amended the Judges' Act, thereby removing judges from the field of arbitration work. Their removal has been a serious blow, Mr. Bales told the Legislature.

The matter was taken up by the Union-Management Council of Ontario. This Council consists of five management and five labour representatives and is chaired by Dr. John Crispo, head of the Centre for Industrial Relations at the University of Toronto. It recommended the proposal that Mr. Bales introduced in the Legislature as Bill 142.

The 1968 CMA Meeting



More than 400 delegates to the 97th annual general meeting of The Canadian Manufacturers' Association examined industry's responsibilities in relation to society, international competition, the employee and the economy.

"THRUST for a new century" was the theme of "Industry '68" — the 97th annual general meeting of The Canadian Manufacturers' Association, held in Halifax from June 1 to 4.

The urban crisis, the relationship between profits and jobs, wage parity, productivity, aid to developing countries, government assistance to business, collective bargaining in the public service, the state of the Canadian economy, taxation, and Bill C-186 were among the subjects presented and debated.

Dr. W. Harvey Cruickshank, Vice-President of The Bell Telephone Company of Canada, Montreal, told delegates that industry and government must make a co-ordinated effort to combat a "gathering storm" of urban crisis in Canada.

Central to the crisis, Dr. Cruickshank noted, are unemployment, inadequate educational systems and lack of opportunity. Industry's social responsibility to offset these threats can be seen in the use of industry's taxation payments, he said.

Dr. Cruickshank called unemployment "a human tragedy" that is not the full responsibility of industry, nor would industry want it solely the responsibility of government. "If the urban crisis is to be eased," he said, "the supply of meaningful opportunities must be increased greatly. People need personal involvement in the action of their society. It's not enough for them to live vicariously, on someone else's efforts. Unemployables must be trained. That is a hard and heartbreaking job, and it won't be accomplished overnight. But it touches on a basic human need and right, and with respect to the social ills we are talking about. It is curative instead of palliative."

Dr. Cruickshank rejected the concept that work is on the way out and that the time will come when only a skeleton work force would be needed in an automated economy. "Organized human effort," he said, "will continue to occupy an increasingly important place in the lives and satisfactions of Canadians, and the corporation, with its efficiency, will assume a role of increasing importance as an instrument of human expression, social action and change."

Retiring CMA President R. A. Engholm, President of Macotta Company of Canada Limited, Rexdale, Ont., discussed some of the chief national concerns that faced the Association during his term of office, and that will continue to face it for some time in the future. These were: the relationship between profits and jobs; world trade and financial weakness abroad; ways in which Canada can improve its own efficiency; and some of the broad social issues of our time.

Mr. Engholm spoke out against the issue of wage parity. Across-the-board parity for Canadian workers with those in the highest wage areas in the U.S. is "neither reasonable nor practicable and certainly would not be in the national interest. . . . A union may very well judge that it can browbeat a company into accepting parity rather than taking a lengthy and crippling strike, but unless parity of productivity also results from the wage settlement, the gains will prove to be very short-lived."

The results of such agreements, Mr. Engholm predicted, could force a company to become less competitive, or release some of its employees, if such an agreement is strictly between the union and one company. In an industry-wide agreement, Mr. Engholm foresaw that consumers everywhere will find themselves paying more for the product.

He suggested that Canadian industry has available to it a great wealth of human and natural resources and advanced

know-how, and a work force that, if it is not the world's best educated or most highly skilled, does at least rank with that of most of the leading industrial nations, and it is getting younger and growing faster than those of Canada's competitors. Canadian management, with such a background, he noted, "must be constantly seeking out ways to improve its own efficiency, to make the most of the tools at its disposal, to develop its research facilities wherever possible." Companies and industries must be concerned with the problems of the young and not-so-young men and women to get jobs because of poor background and lack of qualifications, he said.

Foreign Aid

A suggestion that could involve action by industry, governments and labour in the countries of the West to aid people in the developing countries was advanced by Daniel S. Parker, Chairman of The Parker Pen Company, Janesville, Wis., and Chairman of the National Association of Manufacturers, New York.

Mr. Parker noted that technological advances in the countries in the West are so swift that they are accompanied by a high rate of obsolescence in machinery.

"I suggest," said Mr. Parker, "that we recognize that such equipment is outmoded for us, but to less developed countries it still has great usefulness. It could transform many undeveloped countries to a very acceptable level of industrial capability. There might well be a logical role for governments to play in this regard."

An initial step, he believed, would be to recognize that the rate of change in Western technology is such that mechanically fine equipment can and does become economically outmoded in the prevailing capital-intensive economy.

"Were we to seek a means of promoting the transfer of good but obsolescent plant equipment to countries able to use it, and provide the technical assistance to operate it, we would be enhancing our own domestic economy. The transfers could be induced by tax incentives, by simplified procedures in the countries of destination. Payment could range from equity to that financed by existing institutions in the private and public sectors."

Growth and Change

The role of governments in the process of adjustment to growth, especially that of the federal Government, was outlined by S.S. Reisman, Secretary of the Treasury Board, Ottawa.

He emphasized that the speed with which social and technological change is now developing has brought problems that lead to greater government involvement in economic affairs because, in many cases, the Government is the only institution that can organize and mobilize the resources required to seek solutions.

One essential feature, Mr. Reisman pointed out, is the improvement of productivity performances. He suggested that some factors underlying productivity performance are educational standards, capital accumulation and the level of science and technology attained. "Technological innovation and increased capital investment," he said, "are prime contributors to productivity increases. The skill, training and practices of labour are also fundamental."

Among the many involvements of the Government to which Mr. Reisman pointed are those concerned with manpower and the efficiency of labour, which include measures concerning immigration, the training and retraining of workers, the mobility of labour and the provision of employment services.

Mr. Reisman described some of the assistance to business that is given by the Government, via insurance, for the major share of the risk of loss on industrial assistance loans made by private lenders. One of the conditions for obtaining such loans is that the borrowing company must give appropriate notice to its workers and to the Government of any layoffs that may result during an adjustment process. The requirement will apply if the total layoff during the reorganization involves 20 or more workers and is for two months or longer. The minimum notice period will be three months.

Another important measure that the Government has taken to encourage productivity, Mr. Reisman noted, is the machinery program. The new program is designed to encourage improved efficiency by enabling Canadian industry to acquire capital equipment at the lowest possible cost. It also has as its purpose to facilitate the development of the Canadian machinery industry along more specialized lines of production.

Expanding on the role of governments, Mr. Reisman noted that, in recent years, the federal and provincial bodies have introduced legislation and programs to assist in raising the effectiveness of the work force.

"As indicated by the variety of factors influencing the efficiency of labour," he said, "government initiative can be and has been taken in a number of policy areas — health, education, welfare, training, and safety, to mention only a few. I do not mean to imply that these measures have been introduced solely so that workers could serve more efficiently the end of greater economic and industrial growth. Although that is certainly a valid reason for government initiative, governmental action in the field has had as its essential purpose the enrichment of the quality of life of workers as individuals, and for that reason alone, such policy initiatives are justified."

Objectives Set

L. G. Lillico, President of the Electric Reduction Company of Canada Limited, Islington, Ont., suggested that management, labour and government have important, responsible roles to play in the growth of all of Canada, and that the roles must be effectively integrated.

"Management," he said, "must set objectives that develop high productivity by improving the way that people and equipment go together. Labour must be prepared to set productivity objectives and help eliminate the non-essential tasks that hinder productivity and make Canada less competitive with the rest of the world. And Government must communicate the need and reaction of productivity. It must set the direction that will help labour and management to help one another to improve our total productivity and our contribution to a changing society."

Provide Benefits

Canadian expectations for the future were outlined for the delegates by Karl E. Scott, President, Ford Motor Company of Canada Limited, Oakville, Ont., who said: Canadian

"It is not indulging in fantasy to expect that the public of tomorrow will make the following unadorned demands on its manufacturers and procedures: higher pay, shorter hours, steadier work, more leisure time; better products, better prices, more believable advertising, more personalized service; more direct involvement in urban problems such as pollution, decay in city cores, school and hospital development; more effective absorption of graduates of technological schools, community colleges and universities; and increased tax assessments to meet higher public expenditures. Any Canadian businessman hoping for a lesser task from his fellow countrymen is thinking wistfully. It is inevitable that, in time, business will provide all these expectations."

It is industry's responsiblity, said Mr. Scott, to provide the

benefits expected both by individuals and governments according to practical timetables. Management somehow must preserve the viability of Canadian industry without alienating people who, understandably, want to receive the benefits of our economy without delay.

Race to Nowhere

Collective bargaining in the United States has become a race to nowhere, A. H. Raskin, labour relations and editorial writer for *The New York Times*, told the convention delegates.

"Unions are negotiating the fattest contracts in their history — an average of 7.5 per cent so far this year — but inflation is eating up the extra cash before the workers can get to the store to spend it."

An example: In New York City, the average factory wage has risen by $9 a week in the last two years, but higher prices, higher taxes, higher electric bills and higher everything else erased so much of the increase that the average worker wound up with exactly 12 cents a week more in purchasing power. That would get him a chocolate bar, provided that he was content with a small one.

Mr. Raskin dwelt on a special area of difficulty in collective bargaining in the United States: that of establishing constructive employee relations in the public service at every level of government. "The American trade union movement, which shows little zeal for organizing the unorganized in most other fields, has been making dramatic progress during the last few years by bringing public employees into union ranks. So substantial has this headway been that many of the old-line civil service associations, including those active among teachers, nurses, engineers and other professional employees, have decided to adopt militant tactics modelled after those of the unions. The result has been a sharp upsurge of strikes, particularly among municipal workers."

Strike Ban

This phenomenon raises the problem of trying to maintain the absolute ban on strikes that now prevails in every branch of government. Federal law, and the laws of most states, explicitly forbid public service employees from walking out, slowing down or taking other concerted action to influence public policy on wages or other conditions of employment.

The conviction has arisen in the U.S. that defiance of these laws pays off in larger wage increases than the workers would get if they faithfully adhered to the no-strike mandate. "It does pay off, as our teachers and transit workers in New York City have demonstrated."

Many jobs in private and government sectors are interchangeable, so what can be done when strikes are banned in one sector, but permitted in the other? It is not surprising, Mr. Raskin stated, that, as such overlaps proliferate, many observers suggest the desirability of recasting the strike ban in terms of the essentiality of the service involved, with a common yardstick to govern both public and private jobs. "Unfortunately, attemps to draw a boundary line on what is essential invariably work out badly."

Many commentators have suggested that the nearest approach to universality of agreement is on the proposition that

Officers Elected for 1968-1969 Term

John R. O'Dea, President of the Atlantic Brewing Company Ltd., was elected President of the CMA for the 1968-69 term.

Mr. O'Dea, born in St. John's, Nfld., graduated from St. Bonaventure's College in St. John's and attended Loyola College in Montreal. He is a member of the Board of Regents of Memorial University and Director of the Maritime Catholic Social Life Conference. For a three-year term from 1959 to 1962, he was a member of the Newfoundland House of Assembly, and in 1966, he was President of the Atlantic Provinces Economic Council. He was also a member of the Royal Commission on Economic Prospects of Newfoundland and Labrador.

Mr. O'Dea was elected the Association's Second Vice-President two years ago and First Vice-President last year. He succeeds R. A. Engholm in the presidency.

Other officers elected were: First Vice-President, L.F. Wills, President, Honeywell Controls Limited, Scarborough, Ont.; Second Vice-President, George H. Dobbie, President, The Dobbie Industries Limited, Galt, Ont.; and Treasurer, D. G. Willmot, President, Anthes Imperial Limited, Malton, Ont.

The following were elected as chairmen of the national standing committees: commercial intelligence committee, Donald F. Cornish, President, Anaconda American Brass Limited, New Toronto; industrial relations committee, J. W. Henley, Vice-President, Personnel, Canadian Westinghouse Company Limited, Hamilton, Ont.; legislation committee, J. W. Younger, Secretary, Steel Company of Canada Limited, Hamilton; taxation committee ,A. D. Laing, Assistant to the Executive Vice-President, Financial, Dominion Foundries and Steel Limited, Hamilton; membership committee, A. G. Asplin, President, Horton Steel Works Limited, Fort Erie; public relations committee, R. G. Leckey, Manager, Public Relations and Information Services, Union Carbide Canada Limited, Toronto; publishing committee, D. B. Guy, Vice-President and General Manager, Bellows-Valvair Limited, Toronto; tariff committee, Carl A. Pollock, Chairman and President, Electrohome Limited, Kitchener; and transportation committee, W. J. Rae, Manager, Transportation and Supply, Lever Brothers Limited, Toronto.



John R. O'Dea

police and fire protection services are indispensable and permit no interruption. Yet even this distinction does not hold, the speaker pointed out, when policemen and firemen object that they should not be the only ones forbidden to strike.

The ban on strikes within the federal public service is nearly absolute, with strict criminal penalties delivered against violators of it, continued Mr Raskin. The ban is, however, ineffective against municipal workers, he suggested. In several cases, the law has become a dead letter because politicians fear that the effect of enforcing it against, say, 40,000 striking transit workers or 60,000 striking teachers would cause a paralysis more intractable than the strike itself.

The justification for keeping the strike ban total, it seemed to Mr. Raskin, lies in the inappropriateness of treating government in the same category as an employer organized for profit. "Normal market pressures do not apply. In that sense, the strike becomes an effort by part of the people to hold a gun to the head of all of the people. The more vital the service, the more surely the community will have to surrender. . . .

"The most equitable way in a democracy to guard against such victimization of the community is to create dependable mechanisms for assuring two-way justice—protection for the public and for public employees alike."

Mr. Raskin listed two requirements for such a system:

- guarantees to public service workers of freedom to unionize and bargain collectively; and
- impartial machinery for adjusting disputes after all efforts at negotiation and mediation have failed.

Spur Toward Realism

The speaker rejected the argument that compulsory arbitration means the death of independent bargaining by the parties. Instead of hewing to the split-the-difference philosophy characteristic of the "haggle-master school of arbitration," the parties should be given the option of endorsing the final position of one or the other of the negotiating parties. "That would provide a spur toward realism on both sides."

By way of sanctions, Mr. Raskin suggested that governments hit unions in the pocketbook, as the strongest hope of deterrence, and cut off rights to dues checkoff for long periods.

Won't Hit Potential

It appears unlikely that the Canadian economy will be able to live up to its potential during 1968 and achieve the goals set for it by the Economic Council of Canada, J. C. Whitelaw, Executive Vice-President and General Manager of the CMA, told the representatives to the convention.

He described the character of the economy during the past year in terms of a slackening pace of expansion and continuing upward trends in cost and prices. Although demand pressures on the economy eased off in 1967, compared with the previous year, the rate of price increases was still 3.9 per cent. The standard of living, as measured by the real increase in the economy's output per capita, rose by less than 1 per cent—the slowest rate of improvement since the current expansion got under way in 1961, he said.

"The pattern of business activity of 1967 varied greatly between different sectors of the economy as the burdens of adjustment from rapid to moderate expansion were unevenly distributed among them." The corporate sector experienced a decline in profits for the second year in a row, and it had to cut back its capital expenditures.

Government spending continued to increase during most of 1967, and the personal sector also remained fairly buoyant. Labour income rose by 9 per cent. Productivity in manufacturing increased only 1.5 per cent last year, whereas hourly wages went up 7 per cent, he said. This resulted in a 5-per-cent jump in manufacturing unit labour costs.

The international sphere experienced rising unit costs that were mitigated by comparable trends in the United States. "Canadian exports are dangerously close to pricing themselves out of international markets," Mr. Whitelaw warned.

The state of business this year will be hard hit by several adverse effects, he said. Those he singled out were the profit squeeze, shortage of equipment and unemployment. Because of the inability of new productive facilities to keep pace with the growth of the labour force, he predicted that 1968 will be a year of higher unemployment. He added that there is a developing relative shortage of new machinery and equipment. In addition, there is a reduced level of capital spending, and surveys indicate further drops in investment.

Tables Report

Mr. Whitelaw tabled his General Manager's Report, which describes recent economic developments, and highlights the work of the CMA boards during the past year in several economic spheres. The topics include trade, taxation and industrial relations.

The Kennedy Round trade negotiations achieved a 30-per-cent reduction in tariff levels of major industrialized countries. The report predicted that $2.5 billion worth of imported goods will enter Canada annually at reduced rates of duty, or free, as a result of the Kennedy Round, and Canada can expect to export $3 billion worth of goods.

An international agreement to prevent dumping of foreign goods into a domestic market, which could deter investment and retard manufacturing, was one of the features of the Kennedy Round. As a result, anti-dumping legislation may be introduced in Parliament in the fall, the report said. The CMA presented a brief on this subject to the special government committee appointed by the Finance Minister to study the problem.

Another feature of the Kennedy Round was the reduction of the "most-favoured-nation" duty rate on imported machinery. The report predicts that this provision should bring important cost benefits to Canadian manufacturing users by enabling them to import, duty free, capital equipment that is not available from a Canadian production source.

Turning to other trade opportunities, the report describes a submission to the Government in which the Association called for an Adjustment Assistance Board. This would provide federal assistance to help manufacturers take advantage of new opportunities in foreign markets, as well as to adjust to new competitive circumstances introduced by changes in government trade policies. The Canada-United States Automotive Agreement of 1965 is now up for review, and the Association expects that it will be renewed, with few changes, for a further three-year period.

A major topic of the report was taxation. The CMA submitted several briefs to the Government concerning the Carter Royal Commission on Taxation. The Association expressed opposition to any form of capital gains tax, because it could act as an impediment to future economic growth. The CMA supported the Commission's recommendations for the averaging of income. Concerning income tax changes, the CMA urged the Government to reduce expenditure and to eliminate surtaxes on corporation and personal income taxes.

Illusory Concept

Perhaps the topic of greatest interest in the report is the section on industrial relations. During the past year, the Association participated with the federal Task Force on Labour

Relations (L. G., Feb., p. 70), the report says. The Industrial Relations Department made a few individual research projects in connection with the Task Force. The report describes briefly the rivalry between the CLC and the CNTU and their dispute concerning Bill C-186.

"Some opponents of the Bill," the report reads, "took the position that great harm would be done to the economy if national bargaining units were permitted to be fractioned off on a regional basis. In particular, the nation-wide railway systems were cited as examples where regional representation by competing unions could hurt the economy.

"The Association takes the position that, although fragmentation could have a disastrous effect in the case of the railroads, this does not necessarily hold true for all enterprises operating under federal jurisdiction, much less those operating under provincial jurisdiction. Objection was raised, however, to the concept of a quasi-judicial appeal board, which the Association viewed as having the likely effect of rendering the regular panels of the Canada Labour Relations Board ineffective. The Association brief to the Government urged a review and enlargement of the present limited basis for appeal to the courts."

The report then turns to consider the B.C. Mediation Commission Act, or Bill 33 (L. G., July, p. 392). "The intent of this legislation appears to be to streamline government involvement in all aspects of collective bargaining, strikes and lockouts, by giving an independent mediation commission purview over these matters. A unique aspect of the Bill centres around the powers it vests in the Lieutenant-Governor in Council. If he views an actual or likely strike or lockout as not being in the public interest, he may refer the dispute to the commission and order that its decision be final and binding. The major provisions of Bill 33 are in harmony with recommendations of the B.C. Division of the CMA, as well as other employer organizations in that province," the report says.

"Wage parity is an illusory concept," the report states. The goal of the Association for all Canadians is to set a top standard of living. Attainment of this goal, the report continues, must be predicated upon our being able to compete on equal footing with other countries in terms of productivity, costs and markets. The report dismisses the demand for wage parity as a simple demand for "more," which is not based on justifiable economic grounds.

Turning Point

Continued from page 519

As far as the Canadian Labour Congress is concerned, full employment at adequate wages and under good conditions must always remain a top-priority objective. Not only will we use our own economic position to attain this objective, but we will continue to do all within our power to have whatever government may be in power adopt a similar objective.

The employment situation that confronts us today is complicated by the fact that we are experiencing a heavy influx of young people into the labour force. These young men and women have spent many years preparing themselves to take their place in society. They can make a very valuable contribution to society, and it is our responsibility as a nation to see that they have this opportunity.

There are other economic matters that call for prompt and effective action. The Carter Report, which is in effect a manifesto calling for a complete revision of taxation policies to provide a more equitable distribution [of wealth], should be implemented. The recommendations of the Freedman Report, designed to protect Canadian workers against the ravages of technological change, should be brought back into the light of public concern and should be the basis of positive action. Serious consideration should be given to the proposals in the Watkins Report so that the erosion of Canadian influence in the control of our own economy may be not only halted but reversed.

It is abundantly clear from the number and variety of problems existing in the economic field that the time is long overdue for the adoption of a realistic program of economic planning. Canada has a tremendous future, but it can be achieved only through adequate planning carried out with conviction and determination. Our past experience has shown a dismal lack of such an approach.

Beyond such measures as these, there is a crying need for effective measures that will give Canadian consumers a much greater degree of protection than is now afforded them. To simply acknowledge that consumer problems exist in Canada is far from sufficient.

One of the greatest challenges now faced by the Government is a strengthening and co-ordinating of our whole social security structure. Canada's social security program has grown in a haphazard manner. What is now needed is a complete review, so that unfilled needs can be met, and existing legislation woven into a more effective pattern.

As far as the trade union movement is concerned, we must take steps to gain new strength through a greater degree of unity. Recognizing that talk of unity is meaningless unless it is founded on a sincere and realistic base, the Canadian Labour Congress is fully prepared, and in fact proposes, to take steps that, it is hoped, will lead to a stronger and more united labour movement. At the same time, there should be full recognition of the considerable degree of success that has already been achieved in this regard.

The convention of the Canadian Labour Congress held in Toronto earlier this year was a historic event. Adopting the report of a commission that had made a prolonged and intensive study of the Canadian labour movement, that gathering paved the way for important changes that will enable our Congress to more adequately meet the challenges of today and tomorrow.

These challenges are of very great proportions. There is every indication that the Canadian economy is entering upon a period in which major adjustments will be experienced, both as a result of changing patterns of international trade, and as a result of a continuation of the technological changes we are already experiencing. Society itself is in a period of great change. Under these circumstances, it is absolutely essential that the working people of the country should have organizations that are equipped to adequately represent them. This remains the fundamental objective of the Canadian Labour Congress.

The Dispute Of the Railway Firemen

A threatened railway strike by firemen, members of the Brotherhood of Locomotive Firemen and Enginemen, against the Canadian Pacific Railway Company and Canadian National Railways was averted in July, when the union agreed to a new wage contract proposal put forward by the companies.

A strike had been called for June 27, because the union and the companies disagreed over the application of a recommendation of a conciliation board concerning a wage increase to the basic rates. To postpone the strike, which would have coincided with the strike on the St. Lawrence Seaway, June 21 to July 14, the Minister of Labour, Hon. Jean-Luc Pepin, reconvened the conciliation boards to deal with the controversy.

The dispute between the union and the railways had been dragging on for more than a year. The basic issue of the contract negotiations was wage increases of 24 per cent over three years, which was granted to other railway workers following the 1966 railway strike (L. G., 1966, p. 630). This contract was the last of a series negotiated since then. But the CNR said that it would pay the full 24 per cent demanded to essential firemen on passenger service only, a minority group. Also involved in the dispute were freight and yard service firemen. There were about 4,800 firemen on the railways in 1959, but this number had declined to 3,400 through attrition by 1968.

Conciliation board hearings into the dispute began early in the year and continued until late May. The CNR board reported to the Minister of Labour on June 7, and the CPR board reported on June 13. The Chairman of both boards was Judge René Lippé of Montreal, and the other two members were R. V. Hicks, nominated by the companies, and Maurice W. Wright, Q.C., nominated by the union.

The reports were identical in their recommendations for wage increases. The majority board report recommended a total wage increase of 24 per cent over three years for firemen helpers on passenger trains and for hostlers, and 15 per cent for firemen helpers in freight and yard services. Mr. Hicks dissented from these recommendations, and said that the companies' wage offer of 7.5 to 8 per cent (subject to an upward adjustment for hostlers) should be adopted.

After the Minister of Labour released the reports, both companies and the union said that the majority recommendations were acceptable as a basis for settlement. A difference of opinion arose between the CNR and the union, however, concerning the application of the wage increase to the basic rates.

The union interpreted the recommendation of the report to mean that the wage increase would apply on all graduated rates on weights of locomotives up to one million pounds. This meant that the firemen's rates would have been increased according to the number of diesel units on the train.

The company contended that the increases would apply only on graduated rates up to weights of 250,000 pounds; therefore, the firemen would get the increase on the first diesel unit only, regardless of the number of units on the train.

The complex formula governing graduated rates of pay in engine service came into being in the days of steam engines. In the steam era, engineers and firemen negotiated graduated rates based on the weight on drivers of the steam engine, on the basis of a direct link between the weight and size of the locomotive and the engineers' responsibilities, and the firemen's physical duties in shovelling coal.

With the advent of diesels, the firemen retained the same system of payment. As a result, the greater the number of diesel units on a train, the higher the rate of pay for each 100 miles. One diesel locomotive weighs an average of 248,000 lbs., and the pay scale for firemen working on it is $15 for each 100 miles. The scale increases with the coupling of units, with a rate of $16.41 for three diesel units. The railways wanted to apply a flat rate based on the $15 scale and relate the wage increases to that. The railways' position was based on their stand that firemen are not needed on diesels in freight and yard service.

The union rejected the companies' interpretations of the wage increase applications and announced that strike action would begin at 6 a.m. on June 27.

Boards Reconvened

When the union announced its strike date, the Minister of Labour immediately reconvened the conciliation boards to reconsider their report recommendations, pursuant to Section 31 of the Industrial Relations and Disputes Investigation Act. Consequently, any legal strike or lockout was prevented until the reconvened boards clarified their reports and submitted further reports to the Minister.

Judge Lippé was recalled from a trip to Britain to hold a meeting with the members of the boards. The terms of settlement provided for a wage increase of 18 per cent, instead of 15 per cent, for firemen in yard service. The parties agreed upon a single rate of pay for these men, which brought about equalization of wage rates in freight service between the CNR and CPR, at a new level of $17.46 for each 100 miles.

In addition, the terms of agreement provided for a 24-per-cent pay increase for firemen on passenger trains, and 15 per cent for those on freight trains, as originally proposed in the conciliation board recommendations. A change in the life of the contract extends it to 38 months, instead of 36, as earlier specified.

52nd International Labour Conference

Director-General's report, ILO and Human Rights, examines ratified Conventions and Recommendations and continuing goals to eliminate inequality and promote equal opportunity during the International Human Rights Year.

Part I

Human rights, agricultural working conditions and sickness insurance coverage were among the major subjects discussed at the 52nd International Labour Conference, held in Geneva from June 5 to 27.

One hundred and eight of the 118 member states of the ILO were represented, including the newest member, the Mongolian People's Republic, which joined on May 24 of this year. The Canadian delegation to the conference comprised 17 government delegates, 4 employer delegates and 4 worker delegates.

The conference agenda consisted of:

- the report of the director-general;
- financial and budgetary questions;
- information and reports on the application of conventions and recommendations;
- improvement of conditions of life and work of tenants, sharecroppers and similar categories of agricultural workers;
- labour inspection in agriculture; and
- revision of conventions concerning sickness insurance.

In addition, the conference had before it a special report on the apartheid policy of the Republic of South Africa. The report on human rights of the Director-General, David A. Morse, served as the basis for the general debate.

The need for urgent attention to the dissatisfaction among the world's youth and to the widening gulf between rich and poor countries was highlighted by the speakers addressing the opening session.

Rubens G. San Sebastián, Secretary of State for Labour of Argentina, was elected president of the conference. He told the delegates that the ILO "cannot remain indifferent to the fact that the gulf between the rich countries and the poor ones is growing each day. Nor can we contemplate without reaction that a high level of technology and industrialization is the privilege of only a few and is denied to the majority."

Three conference vice-presidents were elected: Endre Bakonyi-Sebestyén, Ambassador of Hungary, permanent representative to the United Nations in Geneva; Herman Beermann, Vice-President of the German Confederation of Trade Unions (DBG), Federal Republic of Germany; and Marwan Nasr of the Association of Lebanese Industrialists, Lebanon.

Roberto Ago, Chairman of the Governing Body of the ILO and representative of the Italian Government to the Conference opened the session. Mr. Ago remarked on the hopes that young people place in the ILO and other international agencies to bring about a greater exercise of human rights in the world society. "It is essential that the ILO should be able to respond fully to the call that will be addressed to it," he told the delegates.

The report of the Director-General stresses the role of the International Labour Organization in promoting human rights. In it, Mr. Morse summarizes the four principal objectives that the ILO is seeking to further in the field of human rights: freedom, equality, economic security and dignity.

He cites the ILO's various methods of promoting human rights: setting of international labour standards, supervision of national application of the standards, technical co-operation programs in developing countries, and the other operational programs, research, information and educational activities.

By promoting freedom of association, the ILO is attempting to re-establish a balance in the strength of the parties concerned, and to create a necessary counterweight to the power wielded by the

state in a modern economy. The Director-General's report outlines the measures that the ILO has taken on behalf of freedom of association.

The freedom of Association and Protection of the Right to Organize Convention, No. 87, was adopted in 1948, followed in 1949 by the Right to Organize and Collective Bargaining Convention, No. 98. These two basic instruments are among the ILO Conventions that have received the largest number of ratifications—76 for the former and 84 for the latter.

These Conventions have been reinforced by Recommendations and Resolutions of the International Labour Conference dealing with labour-management relations. They cover such matters as negotiation of collective agreements, voluntary conciliation and arbitration, co-operation at the level of the undertaking and consultation between employers and workers.

The ILO has set up special procedures to deal with freedom of association complaints, to supplement the regular supervision of the application of international labour standards.

Modify Legislation

The Fact-Finding and Conciliation Commission on Freedom of Association, handicapped by the need to obtain the consent of the governments concerned before it can act, has considered only two cases in the past few years. The Committee on Freedom of Association, however, which was appointed by the ILO's Governing Body to provide a simpler procedure, has examined more than 500 complaints. In accordance with this committee's proposals, the Governing Body has frequently made recommendations urging countries to modify legislation or practices, and in numerous cases these recommendations have had fruitful results.

Turning to freedom of labour, the report describes the steps that the ILO has taken to ensure this basic right.

The Forced Labour Convention, No. 29, was adopted in 1930, and is the first instrument in which the ILO laid down a set of standards for the protection of a fundamental human right. It is also the instrument that has obtained the largest number of ratifications—99.

A second Convention on this subject, No. 105, was adopted in 1957. It provides for the immediate and complete abolition of forced or compulsory labour for political purposes as a method of economic development, labour discipline, punishment for participating in strikes, or discrimination.

The right to free choice of employment was restated in 1964 in the Convention and Recommendation on Employment Policy, No. 122, as an element of a policy of full and productive employment.

ILO Vacancies Abroad

The Canada Branch of the International Labour Office has announced that it has several vacancies abroad under its United Nations Development Program. All positions are in the vocational training field.

The ILO is looking for experts in specialty fields to aid in the establishment and initial operation of a National Vocational Training Scheme in the Republic of Zambia. The two posts are for:

- an expert in fitting and machine-shop; and
- an expert/instructor in carpentry and joinery.

The Government of Cyprus plans to establish a Hotel and Catering Institute in Nicosia. In this connection, it is seeking, through the ILO, four experts to staff the institute. The posts are for:

- pastry-cook staff training;
- housekeeping staff training;
- restaurant staff training; and
- kitchen staff training.

Further details concerning the positions and application forms may be obtained from the Canada Branch, International Labour Office, 178 Queen Street, 4th Floor, Ottawa 4, Ontario.

The ILO's two major goals in the promotion of human equality are to eliminate inequality of treatment and to promote equal opportunity.

The most important ILO instruments in this field are the Convention and the Recommendation on Discrimination—Employment and Occupation, No. 111, of 1958. The Convention has been ratified by 64 states. Non-discrimination provisions also appear in numerous other ILO instruments.

Another important measure was a 1964 ILO Conference declaration condemning the South African policy of apartheid, accompanied by a specific program for elimination of apartheid in labour matters. Reports on developments in this field have been published by the ILO each year since then.

Of the six Recommendations described in the report, Canada has ratified Nos. 105, 111, and 122.

Economic Security

Economic security means the right to work, the right to social security and the right to a minimum income, the report states. "The right to work can be considered as fundamental and its exercise essential to the full development of man's personality, as well as to his economic security.

"At the present time, the problem most commonly encountered is that of finding work for all who desire it. Every country, whatever its stage of economic development, has an employment problem to some degree or other."

Mr. Morse states that, on the occasion of its 50th anniversary in 1969, the ILO will launch a World Employment Program in a broadscale effort to provide employment opportunities and develop working skills. The major components will be three regional programs. Work is already well under way on the plan for Latin America. The Asian Manpower Plan will be discussed at an ILO regional conference in Tokyo in September of this year, and the Jobs and Skills Program for Africa will be submitted to an African regional conference next year.

The promotion of human dignity has long been a major concern in the ILO's work. The concept of dignity embraces the right to satisfactory living and working conditions, as well as the opportunity for the individual to safeguard and promote his rights and freedoms by his own efforts.

The report provides an account of ILO efforts to promote human dignity through the Organization's activities in such fields as labour relations, labour legislation and administration, and participation of occupational groups in economic and social development planning.

The Challenge Ahead

Although considerable progress has been made, the attainment of these human rights everywhere presents "a challenge of daunting magnitude." The report stresses the need to cope with the problems at their source, by renewed efforts "to solve the problems of poverty, backwardness and underdevelopment, of disparities within countries and between nations and regions, and of bridging the technological gap separating countries at various stages of development."

The human rights objectives of the Organization stem from the ILO Constitution of 1919 and from its 1944 Declaration of Philadelphia, the report points out. The Declaration stated that "All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

Today, when mankind is concerned by the need to raise standards of material wealth, the ILO will pursue policies to help ensure "that this wealth is devoted to ends that serve the freedom and dignity of man."

The ILO report pays tribute to the

efforts of other international agencies in the field of human rights, particularly the work of the United Nations in drawing up the Universal Declaration of Human Rights and the International Covenant on economic, social and cultural rights, and the Covenant on civil and political rights.

An increased co-ordination among the different organizations would, however, be in the interest of each of them, the report continues. Finally, Mr. Morse asks that the International Labour Organization take the rights of man into account in all its major activities— research, publicity, technical co-operation, advisory missions, promotional and educational programs and standard-setting activities—integrating them into a significant concerted program.

Experimental Effort

The Canadian government delegation did not give an official reply to the Director-General's report. The Canadian employer delegate, F. K. Richan, in his reply concerning the ILO and human rights, commented upon the Director-General's remarks about the freedom and dignity of all people in society. "The task then is to give to the individual the opportunity to be educated, trained and gainfully employed, so that he can be in a position to accept and carry out his full responsibility in the society in which he lives. The ILO must continue, with even greater emphasis, in its activities to devise ways and means of assisting its member-countries to create an environment conducive to the fulfilment of this objective."

Mr. Richan discussed the necessity and justification for holding a large conference of the ILO annually. He advocated a system of biennial meetings of the ILO to replace the present annual conferences. "The group I represent supports the view that a conference every two years would be adequate. The funds currently set aside in the ILO budget for the annual conference could, every other year, be reallocated to other areas, which conceivably could produce a greater return. Similarly, the funds presently expended by countries in sending representatives to Geneva could also be reallocated to some direct form of effective assitance. "The view of my group is that serious consideration should be given to experimenting with this suggestion by eliminating the annual conferences in 1970 and 1972, following which the matter could be reviewed to determine whether or not beneficial results were obtained. We would anticipate a favourable result."

The Canadian Delegation

Government Delegation

Head of the Canadian Delegation and Government Delegate: Jean-Pierre Després, Assistant Deputy Minister, Canada Department of Labour, Ottawa; Government Delegate: John Mainwaring, Director, International Labour Affairs Branch, Canada Department of Labour, Ottawa; Substitute Government Delegate: Jean-Louis Delisle, Permanent Representative and Ambassador of Canada to the European Office of the United Nations, Geneva; Government Advisers: Jacques Corbeil, Third Secretary and Vice-Consul, Canadian Permanent Mission, Geneva; Guy de Merlis, Labour Attaché, Canadian Embassy, Brussels; Miss Sylva Gelber, Health Insurance Branch, Department of National Health and Welfare, Ottawa; Michael McDermott, International Labour Affairs Branch, Canada Department of Labour, Ottawa, (Secretary of the Delegation); R. J. McKinnon, First Secretary, Canadian Permanent Mission, Geneva; W. W. Reid, Deputy Minister of Labour, Charlottetown; Miss E. Woolner, Legislation Branch, Canada Department

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ILO photo

Canadian delegation. First row, left to right: F.K. Richan, John Mainwaring, Jean-Louis Delisle, Jean-Pierre Després, Joseph Morris. Second row: Rénald Fréchette, Miss Sylva Gelber, Mrs. L. Saumur, Guy de Merlis, A.L. Hepworth. Third row: Donat Quimper, Gérald Harvey, W.W. Reid, Michael McDermott, G.H. Durocher, Miss Evelyn Woolner, R.J. McKinnon. Fourth row: R. Cormier, R.E. Wilkes, R.M. Drennan, N.D. Cochrane, W. Stefanovitch.

Labour Relations Around the World

TUCSA disregards South African Government's warning to disaffiliate black unionists

THE TRADE Union Congress of South Africa overwhelmingly defeated a resolution to bar black or coloured trade unionists from holding membership in TUCSA. The vote, taken at the Congress' annual conference in Cape Town during April, showed 56 unions, representing 123,566 of the 170,000 members, against the resolution.

The vote rejected a move by the South African Government to maintain separate trade unions for whites and non-whites. This has put a sharp division between the Government and the national trade union body, leading them down a "collision course," as one South African paper phrased it.

The Minister of Labour, Marais Viljoen, pointed out that the Industrial Conciliation Act "provides specifically that the registration of a federation can be cancelled if its membership includes associations that admit Bantu to membership. TUCSA's registration will, therefore, have to be reconsidered."

TUCSA, in 1962, began accepting African trade unions into affiliation. It has so far resisted attempts by the Government to enforce apartheid, although the Government has warned that it may be forced to "take steps."

T. P. Murray, outgoing president of TUCSA, urged the delegates to stand firm in its policy to accept affiliation of all trade unions in South Africa. Mr. Murray maintained that the biggest indictment against the proposal to keep African unions out of TUCSA has been a document tabled at a special meeting held last December, which pointed out the spread of African labour in industry. The trade unions were losing power because they were not representative of labour in industry. "Who are we bluffing when millions of Africans are coming into industry" he asked. "If we don't take the African with us, he will go it alone. We have seen it in the rest of Africa, and must not allow it to happen here."

Many of the delegates were concerned with public opinion against racist policies among the international trade union movement. Delegates should not allow TUCSA to become the fall guy for the Government and the whipping boy for the international trade union movement, one representative said. He warned that TUCSA would be finished internationally if it discontinued African affiliation.

Some of the representatives, however, succumbed to government pressure. A delegate of the South African Electrical Workers' Association proposed to bar Africans from TUCSA because the Congress cannot improve the working conditions of the workman without the co-operation of the Government.

The Government appeared unmoved by rebukes from delegates to tell the Labour Minister to "go to hell," and the Labour Minister renewed his warning to TUCSA not to persist in its efforts to organize Bantu workers, and thereby force the Government to "take action."

ECOSOC resolution opposes racial discrimination in South African labour movement

A RESOLUTION calling on the Government of South Africa to conform to generally accepted international standards concerning the right of freedom of association was passed by the Economic and Social Council of the United Nations in May.

In adopting the resolution, the Council had before it the report of the *ad hoc* working group of experts of the Commission of Human Rights, which examined allegations originally brought to its attention by the ILO on the basis of charges made by the World Federation of Trade Unions. The report analyzed the international standards concerning trade union rights, South African legislation, the findings and recommendations of the ILO committee on freedom of association in South Africa, and evidence received by the working group.

The Council's resolution requested the working group of experts to further examine infringements of the rights of black trade unionists in South Africa, and to examine such infringements in the territory of South West Africa. In addition, the resolution extended the working group's mandate to conduct, in co-operation with the International Labour

Organization, and Britain, which is the administering authority, similar examinations of the infringements of trade union rights by the "illegal racist regime" in Southern Rhodesia.

The resolution called on the South African Government to:

- amend its legislation relating to trade union rights so as to establish a non-discriminatory system under which all persons can freely exercise their trade union rights irrespective of racial origin;
- grant legal recognition to all existing African trade union associations as well as those that may be formed in the future;
- grant formally to African workers the right to strike, and repeal the provision that makes it a criminal offence for such workers to strike;
- abolish "job reservations;"
- abolish the Suppression of Communism Act and, in particular, refrain from prosecuting African workers and trade unionists because of their union activities on the pretext that they have committed violations of ordinary law; and
- release all trade unionists who are in prison as a result of their trade union activities.

A spokesman for the ILO said that the various conventions and other instruments of the ILO, such as one concerning the freedom of association, related to all workers, including the workers of South Africa. In discharging its responsibilities with regard to the interests and rights of workers, the ILO did its best to use all channels available to it for promotion of trade union rights in South Africa. He further emphasized that the primary responsibility of the ILO and its role as a co-ordinator of all activities opposed to suppression of trade union rights in South Africa should be stressed in the resolution.

Ten million workers take part in general strike throughout France

A STUDENTS' revolt, which developed into a three-week general strike slowed transportation, shipments of foodstuffs and many municipal services throughout France during May and June.

The chaos in nearly all sectors of French industry had far-reaching political and economic consequences, as workers forced Government and management to grant pay increases and labour concessions for a greater worker voice in decision-making.

The unrest began in early May with a student protest demonstration against faculty administration at Sorbonne University in Paris. Two industrial unions, the communist-led General Confederation of Labour (CGT) and the Christian Trade Union a week later supported student demands by taking part with them in demonstrations.

By May 20, fifty factories in Paris and several in other major cities in France had been taken over by workers who occupied the plants during sit-down protests. Economists estimated that the strike cost $1 billion a week in lost production.

French President Charles de Gaulle called short a diplomatic visit to Rumania in order to consult with his ministers concerning methods to halt the strikes and unrest. The Government offered a series of costly concessions to meet the grievances of 10 million striking workers and to bring an end to the paralysis in France. The immediate response of the workers was to reject the offers in an attempt to hold out for greater concessions. Commentators on the situation explained that the workers, once they realized the extent of their hold over the Government, tried to see how much they could influence national economic policy. Meanwhile, the strike continued to spread to other centres, and electrical power was shut off in some areas.

The unrest in France had far-reaching effects on the other five partners of the European Economic Community. The railways of Belgium and The Netherlands announced that they were halting all goods traffic to France. The six EEC members were to reach a compromise agreement on a uniform meat and dairy products policy by July 1, when all internal tariffs within the Common Market were scheduled to be abolished. Some economic observers showed concern whether France would make price concessions at a time when farmers and farm workers were in virtual revolt. In addition, concessions of wage increases to French workers could spark similar demands in other EEC countries, starting an inflationary spiral in Western Europe.

By the end of May, there was a modest return to work in some industries, but other big key industries were still tied up, as several million workers stayed away from their jobs. Backlash protest demonstrators took to the streets to support Gen. de Gaulle's firm stand on measures to halt the strike. Some observers, however, hinted that France was on the brink of civil war, and troop movements around Paris were reported.

A softening of the labour scene came when strikers and management in the nationalized gas and electricity industries drafted an agreement to increase salaries and granted certain important concessions to workers. Steps were taken in early June to return workers at automobile factories to their jobs. These attempts, however, failed to bring an immediate end to the strike, which continued for another week. Gasoline became available though, and Parisians took advantage of a three-day Pentecost weekend to travel, a sign of easing of tension.

Although union-management talks were temporarily delayed by a deadlock in negotiations between the railway unions and the Transport Minister, Jean Chamant, and French workers ignored the plea of Premier Georges Pompidou to return to work, union leaders requested strikers to approve agreements to get the trains, buses and subways rolling again. Strike forces dwindled, until only four major holdouts remained: automobile factories, the merchant marine, the state-controlled news service, and metal industries. By June 20, virtually all striking workers had returned to their jobs, after nearly five weeks of strikes and work stoppages. In the aftermath of the strike, costs were rising, industrial materials and undelivered goods were snared by transportation entanglements, and trade was hard hit due to delays in meeting tariff cuts.

The widespread and violent resentment arose from economic conditions that were developing for several months prior to the strike, economists revealed. Although real GNP growth

was 4.4 per cent in 1967, only alightly down from the 5 per cent achieved in 1966, and production increased during the past year, unemployment continued to be a major problem. The number of persons seeking work during April was estimated to be 450,000 higher than the number of open jobs. The discrepancy was interpreted as stemming from the Government's productivity drive that resulted in numerous mergers.

The ensuing forced automation and specialization throughout French industry contributed to high unemployment. Another major factor was the July 1 deadline to remove tariff barriers on trade among EEC members. The economic policies that were developed to gain a favourable competitive position in industrial trade led to economic hardships in other spheres.

The cost of the general strike could wipe out the gains made in recent years. The labour concessions and across-the-board wage increases won by workers during the strike could delay the completion of the tariff cuts negotiated in the Kennedy Round and in the Common Market, economists said. France will face a tough challenge to overcome these difficulties.

Move toward greater independence for Spanish trade unionists meets delay

A THREE-DAY conference in May of Spain's Congress of National Syndicates at the seaside town of Tarragona failed to develop resolutions to promote reforms for a greater measure of independence for the Spanish labour organization.

The purpose of the Tarragona Congress was to draft a proposal for a new labour law system for Spain, in anticipation of the time when Generalissimo Francisco Franco, now 75, dies or retires. Before the meeting opened, syndicate officials hinted that they intended to create a vital organization that would have greater representation for the workers and be independent of official control.

The meeting itself failed to live up to these expectations, however, because certain key speakers were barred from attending. A greater, continuing problem is the dilemma facing some of the top officials who are members of the Falange party and who must both prepare the way to the future for the labour organization and live in the present regime. The head of the syndicates, José Solis, is also head of the Movement, the formal political arm of the Franco regime.

The proposals approved by the Congress gave to the syndicate organization a voice in the choosing of heads for the national and provincial syndicates, but left the final choice with the Government. Nothing was said about the right to strike. This right, previously granted, has since been withdrawn by the Supreme Court. And no mention was made of separating the syndicates from their ties with the Government.

Since the end of the Spanish Civil War in 1939, workers have been represented by vertical syndicates, whose chief officers are appointed with government approval. Based on corporative principles, the syndicates also have management delegates. In recent years, the syndicates' influence among the workers has declined, whereas the illegal Workers Commissions, which comprise representatives chosen by workers in individual factories, have rapidly gained strength.

The success of the Workers Commissions has shaken the syndicates, and in the last syndicate elections, which filled lower-ranking positions, many commission men were elected.

Later in the month, the Spanish Government welcomed a proposal to send a study group directed by the International Labour Organization to Spain to examine the labour and trade union situation in that country. The move was announced by ILO Director-General David Morse.

The ILO and Spanish authorities have been conducting discussions since May 1967, after extensive examination by the ILO Committee on the Freedom of Association, which dealt with cases of alleged violation of trade union rights in Spain. The Government of Spain has now informed the ILO that it will welcome the study group after the enactment of trade union and social legislation that is currently under discussion by the Spanish authorities. The legislation will appear before the Spanish Cortes for action before November, the ILO revealed.

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The Donovan Report On British Industry

The findings of the Donovan Commission in Britain will be noted with interest in Canada, where a similar study is being made by the Task Force on Labour Relations.

Voluntary methods to remedy disorder in the workshop relations and pay structures of British factories are favoured by the British Royal Commission on Trade Unions and Employers' Associations 1965-1968, chaired by Rt. Hon. Lord Donovan.

The 145,000-word report, released in June, recommends a complete overhaul of the system of collective bargaining. To achieve this, the commission proposes that company and factory agreements should form the basis of industrial relations in Britain, to replace the former chaotic industry-wide collective agreements.

The commission received evidence from some 430 organizations and persons, or groups of persons, and it met on 128 days in all over three years. In addition to its report, the commission has published 11 research papers, and two more are scheduled to be published shortly.

The principal recommendations to reform collective bargaining are:

- to establish a system of factory-wide or company-wide agreements to regulate actual pay, constitute a factory negotiating committee and grievance procedure, and deal with specific problems of redundancy and discipline;
- to limit industry-wide agreements between employers' associations and trade unions to those matters that they can effectively regulate, such as setting guidelines for acceptable company and factory agreements;
- to conduct reviews of industrial relations by boards of companies, and to aim at developing comprehensive and authoritative collective bargaining machinery at the factory level;
- to pass an industrial relations act that would require companies of a certain minimum size to register their collective agreements with the Department of Employment and Productivity; and
- to establish an industrial relations committee to investigate and report on cases and problems arising from the registration of agreements.

The need for these far-reaching changes emerges from the commission's analysis of Britain's two systems of industrial relations. "One is the formal system embodied in the official institutions. The other is the informal system created by the actual behavior of trade unions and employers' associations, of managers, shop stewards and workers."

The two systems are often at odds, the report notes. This has resulted in wage gaps between actual earnings and rates laid down by industry-wide agreements, which stem from piecework or incentive earnings, company or factory additions to basic rates, and overtime earnings. The situation has led also to inefficient use of manpower, unofficial strikes, reluctance to change, and the undermining of incomes policy. "All these characteristics are becoming more damaging as they develop, as the rate of technical progress increases, and as the need for economic growth becomes more urgent."

Its proposals for the reform of collective bargaining are, the commission points out, "fundamental to the improved use of manpower," the great scope that "represent not only a challenge, but a major opportunity."

The traditional approach to collective bargaining means that "negotiations about pay are largely separated from considerations of efficiency," and the individual employer finds that "his scope for negotiation is drastically narrowed because so much has already been given away at industry level."

By contrast, the commission proposes to "put in management's hands an instrument—the factory agreement—that, properly used, can contribute to much higher productivity."

The commission points out that 95 per cent of strikes in Britain are unofficial. "Official strikes tend to be much more serious individually than unofficial strikes in terms of working days lost, but they are relatively infrequent and their number shows no consistent tendency to grow."

About half of the unofficial strikes concern wages, and more than 40 per cent "working arrangements, rules and discipline" and "redundancy, dismissal, suspension, etc.," matters usually dealt with at workplace rather than at industry level. "Unofficial strikes and other types of unofficial action in industry are above all a symptom of a failure to devise institutions in keeping with changing needs," the report says.

Poor wage structures, inadequate disputes procedures, and faulty trade union communications are listed by the commission as causes of these strikes.

The commission examined various means of reducing the number of official and unofficial strikes. The commissioners reject the possibility of introducing a new procedure for dealing with stoppages "creating grave national loss or widespread hindrance to public health and safety." Similarly they reject the possibility of making strike ballots compulsory.

The report recommends that the Department of Employment and Productivity should set up its own industrial relations research section to carry out inquiries into long-term problems of industrial relations, and that the Secretary of State should still be able to appoint *ad hoc* inquiries. The commissioners predict that

"by far the most important part in remedying the problem of unofficial strikes and other forms of unofficial action will, however, be played by reforming the institutions of which defects they are a symptom."

The report examines several other features and problems of industrial relations in Britain:

- the enforcement of collective agreements;
- safeguards for employees against unfair dismissal;
- labour tribunals;
- safeguards for individuals in relation to trade unions;
- trade unions and employers' associations;
- changes in the law;
- workers' participation in management; and
- the main tasks for the Department of Employment and Productivity.

The commission rejects the legal enforcement of collective agreements as a means of dealing with the problem of unconstitutional strikes in present circumstances. It says that to make the present agreements on procedure legally enforceable would be at variance with the commission's analysis of the causes of such strikes and with its proposals for remedying them. "It would," the report says, "divert attention from the underlying causes to the symptoms of the disease and might indeed delay or even frustrate the cure we recommend."

When collective bargaining has been reformed, the commission predicts, it will then be possible to identify any circumstances in which it might be neither unjust nor futile to apply legal sanctions, because satisfactory dispute procedures will be available, and because legal penalties will be appropriate where irresponsibility or ill-will is the root cause of their breach.

"At the present time, legislation making procedure agreements legally enforceable would not in fact be enforced, and like all legislation that is not enforced would bring the law into disrepute," the report says. "It would, moreover, be unjust to ask men to abide by procedures that could not deal with some of the most important grievances and that more often than not yielded no result at all.

"It would be futile to expect men to be deterred from using the strike weapon if they knew that its speedy use was the only means at their disposal to get speedy redress for their grievances. We thus reject the proposal to make collective agreements—whether substantive or procedural—enforceable at the present time. We do so, not because we think that the law could not in any circumstances assist in the reduction of the number of unofficial strikes. It cannot do so in this country today—this is the point."

After the report was tabled in the British House of Commons, Mrs. Barbara Castle, Minister of Employment and Productivity, announced that she was convening consultations with labour and management concerning the recommendations of the commission, and that a White Paper setting out the Government's proposals would be presented after the consultations.

Reports from London suggest that the cabinet ministers would prefer not to have a Commons debate until they have made up their minds on a course of action after the release of the White Paper.

The Confederation of British Industries, and the Engineering Employers' Federation, two of the principal employers' organizations in Britain, reacted strongly to some of the key sections of the Donovan Report. They fear that the industrial relations commission recommendation in the report is "spelling out intervention with a vengeance."

John Davies, Director-General of the CBI, doubted that the problem of unofficial strikes could be settled by the appropriate change in emphasis in the bargaining method, away from industry-wide negotiations to negotiations at the plant level. Elaborating on this, he said that the CBI found fault on two points. The commission made no reference to the damage done to industrial efficiency by the threat of unofficial action, and this was a very real problem. Secondly, it took no account of unofficial action that was removed from normal bargaining procedures, such as action by extremists.

Labour observers are predicting that the Government will face a major clash with the trade unions if it attempts to implement changes that would deny unofficial strike leaders the same legal protection as unions. The minority view of five of the twelve commissioners suggests that the changes would be incompatible with the proposals made in this report for the reform of the collective bargaining system. The recommended changes in the law would make it illegal for an unofficial strike leader to try to get others to join in unless he were qualifying this with the instruction to the others to give the legally required notice of a strike, which in industry is usually seven days.

George Woodcock, General Secretary of the Trades Union Congress, said that the TUC would oppose the recommendations being accepted by the Government. Frank Cousins, General Secretary of the Transport and General Workers' Union, said, "It is surprising that the majority proposal to limit the protection of the 1906 Trades Disputes Act to officially registered unions could run so directly contrary to the common-sense and forward-looking view that the commission has taken in its general approach."

He was referring to the proposal that those who participate in unofficial action should be deprived of the immunities provided in the Act for those who commit certain torts in contemplation or furtherance of a trade dispute. This would mean that the strikers could be made civilly liable for conspiracy, for inducing breach of contract, and for intimidation. Thus, the report suggests, the employer might have a cause of action for conspiracy, and also for inducing breaches of contract against a workman who induced another to participate in a strike.

Wage Schedules Prepared In May

During May, the Department of Labour prepared 396 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 221 contracts in these categories were awarded. In addition, 287 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	85	$1,175,224.00
Post Office	10	266,095.91

During May, the sum of $17,175.95 was collected from 21 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 291 workers concerned.

Laval's 23rd Industrial Relations Conference

Reappraisal of Canadian Trade Unionism

Reappraisal of Canadian trade unionism was the theme of the 23rd annual conference of the Industrial Relations Department of Laval University in Quebec City. Four hundred delegates attended the conference, at which seven experts delineated the theme, and 19 panelists discussed the issues and answered questions posed by the delegates.

The conference brought out that the objective for workers in today's society is to organize without becoming cut off from society, while ensuring that the individual will be free to lead a life that permits him political, economic and social fulfilment in the community.

Prof. Jean-Réal Cardin, Director of Laval's Industrial Relations Department, recalled the current demonstrations and other actions of North American trade unions — demonstrations and actions which, until recently, took place within the economic system in the form of demands.

He recalled also the efforts by trade unions to assert themselves, to have their bargaining rights acknowledged by management, and to have their individual rights recognized when management was making operational decisions concerning the running of the undertaking. This traditional trade union activity seems to have been a response to needs, he said. The methods used have been satisfactory up until now, but the changes within a post-industrial society require a new state of mind embodied in new structures.

Prof. Cardin's opinion was that the most striking aspects of our new industrial society are the immense progress of science, and the speed with which scientific discoveries are applied to accelerate productivity and economic growth. Society's behaviour has been greatly influenced by these factors, especially at the administrative level, where, thanks to electronics, efficiency has reached levels never before equalled.

From this new society, he said, there arises also a problem of redistribution of production. At this point, a program of community policies, established by government in close co-operation with management and labour, will give social security measures suited to needs, and will bring about control of prices and income, employment and manpower.

In the face of this expansion, from which the government and the undertaking want to obtain the maximum return, and in the face of this new arrangement for an industrial and post-industrial society, what should be the attitude and behaviour of trade unions, Prof. Cardin asked.

He stated that the traditional objectives of trade unionism must be pursued. Trade unionism must raise problems to the level of the entire economy. Job security, another traditional union objective, must be placed within the framework of a global manpower policy. It is therefore at the highest level of management of the government and of the enterprise that organized labour should maintain its relationships in order to be able to act as a pressure group.

Prof. Cardin challenged unions to be a kind of social conscience for those in power, to become involved in all the traditional and new sectors of employment, and to get from government and public opinion the representation that permits an efficient participation in the pursuit of objectives. Trade unions must extend and expand the education of their members by creating in each individual a professional conscience coupled with a keen sense of discipline at the work level as well as at the community level.

Economic Changes

Dr. Stuart M. Jamieson, Professor of Economics at the University of British Columbia, repeated observations he had made before a committee that was examining the structure of the Canadian Labour Congress. He posed two questions: To what extent do the present structures enable unions to achieve the objectives they are aiming for? and What changes would be necessary to remain at a high economic and social level in an ever-changing political, economic and social society?

Dr. Jamieson pointed out three economic changes likely to bring about changes in the structures of the trade union movement. The first is a new distribution of the labour force according to the vitality of the various primary, secondary and tertiary sectors. A second change is automation. The training of skilled teams, and the merging of capital and production in large economic complexes is becoming a serious jurisdictional problem for trade unions. Finally, the coming into action of government as producer, consumer and controller requires changes of a political and structural nature on the part of unions.

Dr. Jamieson then went on to analyze the impact of automation on union structures. Quoting other authors, he tried to show that automation destroys the traditional work groups. The new groups created by automation are not included in legislative measures. Moreoever, it seems that the majority of them are interested in creating an original union life outside the framework of their professional corporation. Hence, an active labour movement must obtain these legislative measures and adapt its framework to get into this new setting of professional trade unionism. An important development in that direction could even go so far as to reverse the traditional trend of development of industrial trade unionism to the advantage of craft or professional trade unionism.

To achieve this, Prof. Jamieson saw nothing less than the severance of international affiliations as a prerequisite to a serious beginning of a reform of trade union structures in Canada. If this severance were refused because of the new trends in trade union action, more jurisdiction would then have to be given to the

American management of international unions, and this would be to the detriment of their Canadian branches. Only a greater Canadian economic independence could favour a greater autonomy of Canadian trade union action, he warned.

Trade Union Democracy

To find out if one could speak of trade union democracy, Prof. Gérard Dion of Laval University first defined exactly the word "democracy," whatever form it may take throughout the world. For him, the very idea of democracy is epitomized in the right of persons to communicate among themselves and to participate in the activities of society.

On this last point, however, he discovered several sources of disagreement. The aim and degree of citizens' participation, and the mechanisms that may stimulate, restrain or destroy participation, are opportunities for actually altering the practice of democracy. The applications of this type of government or administrative organization to particular groups of society serve only to increase the ambiguities.

Whatever the criteria used to determine the presence or absence of democracy in the structures or operation of a union, one must take care not to consider trade union democracy as an unlimited enjoyment of all powers, Prof. Dion warned. True trade union democracy will be exercised in favour of the social advancement of the members, the maintenance of trade unionism and the reform of society.

An adjustment of trade union structures permitting dealings at the highest levels of State and business will not only give the necessary authority to trade unionism, but will also be reflected in the application of trade union democracy within the unions themselves. New types of communication and participation must be found to comply with the new techniques of information, education, promotion and defence of the worker. The traditional mission of trade unionism may very well combine with democracy and, through research, study and application, become a key factor in the development and equilibrium of our increasingly socialized society.

Worker Discontent

In her paper, Miss Evelyne Dumas, labour columnist for the *Montreal Gazette*, acknowledged the principle of trade union pluralism, because it allowed a choice. She then explained that trade union rivalries originated from the discontent of the workers themselves, which was so widespread that it disturbed the atmosphere of North American unions as a whole. The discontent was due to the conditions under which their work must be performed, she said.

Miss Dumas indicated that the action of certain trade union organizers, who care more for signing new members than for giving better quality service, together with the unilingualism of some negotiators working with primarily French-speaking employees, were contributing to the growth of animosity, and perhaps even revolt.

Miss Dumas quoted two cases in point that occurred in the Province of Quebec, at the Canadian Broadcasting Corporation and at Quebec Iron and Titanium. The bitterness of the struggle within these two undertakings caused deep concern among leaders as to the validity and constructive interest of inter-union dispute. A wish to come to an agreement was formulated purposely to create a common front against management in areas where the rivals had the same objectives.

Miss Dumas suggested two series of measures likely to reduce the frequency and soften the harshness of these rivalries. She called first of all for persons independent of unions to form an appeal court to decide upon the advisability or inadvisability of a change of allegiance. Secondly, she called for the signing of a typical agreement prescribing the methods to be followed by union officers to achieve a change of allegiance. Such an agreement would have value only inasmuch as each of the administrative levels of the unions accepted and respected the regulations, under penalty of being excluded from bargaining for each violation.

Lack of Research

Léo Roback, a lecturer in industrial relations at the University of Montreal, wondered whether the relation between organized and unorganized workers was favourable or unfavourable. The speaker attempted to see whether the results of trade union action on wages and working conditions were profitable to unorganized workers. In addition, he tried to show the effects of trade union activity in the development of labour legislation.

Recalling the contradictory opinions of economists concerning the trade union influence on wages, Mr. Roback said that he detected an almost general consensus on a short-term influence. The intensity of this influence, however, is hard to control because of the lack of elaborate research on this question When one considers the questions of hours of work, working conditions and special benefits, it becomes obvious that a trade union action has developed, has satisfied new needs for union members, and has helped to extend these policies to unorganized workers.

Mr. Roback then analyzed trade union organization in Quebec, which is found in two sectors — public and private. In the public sector, organization has been more rapid and has covered a greater area, he noted. In the private sector, it has been slower and will not improve much in the near future.

Bernard Solasse, Professor of Industrial Relations at Laval University, gave his opinions on economic democracy and unions or, more exactly, on union participation in the economic decisions of community life. This trade union action, an old objective of the movement, is centered around two particular sectors — the company enterprise and government. He admitted that, at the present time, the impact of trade union influence on the main decisions taken at the economic level in the company organization is relatively weak, because the main factors guiding the economic life of the enterprise escape study by unions and remain the right of management.

Union views directed at the Government are often expressed at administrative levels that do not reach the real centre of decisions, despite a certain form of political activity intended to influence the adoption of socio-economic policies by the Government.

According to Prof. Solasse, a more efficient way to make demands would require a transformation of trade union structures to give them means corresponding to those used by government and the business undertaking, to act more rapidly and competently. In actual context, however, such extensive community participation does not yet seem possible.

Political Action

Vincent Lemieux, a Professor of Political Science at Laval University, submitted two general questions to the convention delegates: What leads trade unionism to political action? and What are the main political means held by trade unions in the exercise of this political action?

Trade unionism, according to the objective it pursues, the support it enjoys, and the dynamism and solidarity of its members, is quickly led to take political action.

Mr. Lemieux admitted that, in European trade unionism, there is a longer and deeper tradition of trade union political activity. Here in Canada, and particularly in Quebec, the efforts of Canadian organized labour for political action have been limited to the traditional process of information. Examples he gave were: exchange of briefs with governments; press conferences to seize and hold opinion; street demonstrations; or even strikes in the public sector.

Mr. Lemieux attached much importance to a demonstration of political action in the local or regional units. He indicated that more exhaustive study of the traditional objectives and methods of trade unions should stir up new methods as well as broader and more precise objectives for political action.

PRICE INDEXES

Consumer, June 1968

The consumer price index (1949 = 100) increased by 0.3 per cent to 154.7 at the beginning of June from 154.2 at the beginning of May. It was 4.0 per cent higher than the June 1967 level of 148.8.

The food index increased by 0.3 per cent to 149.4 from 148.9. It was 3.2 per cent higher than in June 1967. Meat prices were generally higher; the price of beef rose by 2.5 per cent, and higher prices were also recorded for bacon, ham, chicken and fish. Fruit and vegetable price movements were mixed: potatoes, turnips, cabbage and apples were higher in price, and onions, tomatoes and bananas were lower. Among staple items, milk and bread prices increased in several cities, and butter and egg prices declined.

The housing index rose by 0.3 per cent to 157.6 from 157.1 and was 4.2 per cent above the June 1967 level of 151.2. Rents increased by 0.9 per cent. Home-ownership costs, by contrast, rose by 0.1 per cent. Among household operation items, utensils, furniture, floor coverings and textiles were slightly higher in price.

The clothing index increased by 0.4 per cent to 136.4 from 135.8. Men's and children's wear recorded price increases as many sale items returned to regular or higher prices.

The transportation index rose 0.5 per cent to 161.8 from 161.0. Higher train and bus fares accounted for much of the rise. Automobile operation costs remained unchanged as higher gasoline prices and service charges offset a slight decline in the price of new automobiles. The health and personal care index advanced 0.1 per cent to 197.9 from 197.8.

The recreation and reading index, at 174.2, and the tobacco and alcohol index, at 141.1, remained unchanged.

Group indexes a year ago in June were: food 144.8; housing (shelter and household operation) 151.2; clothing 132.5; transportation 158.2; health and personal care 190.7; recreation and reading 167.1; and tobacco and alcohol 128.1.

City Consumer, June 1968

Between May and June, consumer price indexes advanced in all 10 regional cities and city combinations, with increases ranging from 0.1 per cent in Montreal to 0.8 per cent in Edmonton-Calgary.

Food and housing indexes advanced in all regional cities except Montreal, where food prices declined by 0.8 per cent, and in Vancouver, where the housing index dropped by 0.1 per cent. Clothing indexes rose in all regional cities except Montreal, where it was unchanged.

Indexes for transportation, health and personal care, recreation and reading, each registered mixed movements, whereas the tobacco and alcohol components were unchanged.

Regional consumer price index point changes between May 1968 and June 1968 were as follows: St. John's +0.5 to 135.5; Saint John +0.7 to 150.0; Ottawa +0.6 to 153.6; Saskatoon-Regina +0.6 to 145.1; Winnipeg +0.6 to 149.9; Halifax +1.0 to 146.7; Montreal +0.2 to 152.2; Edmonton-Calgary +1.1 to 145.6; Toronto +0.7 to 156.2; Vancouver +0.3 to 148.3.

Wholesale, June 1968

The general wholesale index (1935-39 = 100) was 270.3 in June, 0.6 per cent higher than the May index of 268.7 and 2.3 per cent higher than the June 1967 index of 264.1. Seven of the eight major group indexes were higher, and one declined.

The animal products group index advanced 1.8 per cent to 294.4 from 289.3 on price increases for livestock and fresh and cured meats. An increase of 0.8 per cent to 230.9 from 229.0 in the vegetable products group index reflected higher prices for bakery products, grains, potatoes and tea, coffee and cocoa. The chemical products group index rose 0.6 per cent to 215.6 from 214.3 as a result of higher prices for soaps and detergents. An increase of 0.5 per cent to 259.1 from 257.8 occurred in the non-ferrous metals products group index on higher prices for silver.

Minor increases occurred in three major group indexes: textile products, 255.8 from 255.4; wood products, 364.9 from 364.0; and non-metallic mineral products, 206.3 from 206.1.

May 1968

The general wholesale index (1935-39 = 100) was 268.7 in May, 0.6 per cent higher than the April index of 267.2, and 1.9 per cent higher than the May 1967 index of 263.6. Six of the eight major group indexes were higher, one declined, and one was unchanged.

The animal products group index increased 1.5 per cent to 289.3 from 285.1 as a result of higher prices for livestock, fresh and cured meats, and milk and its products. In the vegetable products group, an increase of 0.4 per cent to 229.0 from 228.0 reflected higher prices for potatoes, sugar and its products, and vegetable oils.

The wood products group advanced 0.4 per cent to 364.0 from 362.5 on higher prices for fir, cedar and paperboard.

Higher prices for cotton fabrics were responsible for the increase of 0.3 per cent to 255.4 from 254.6 in the textile products group. The non-metallic minerals products group index moved up slightly to 206.1 from 205.6. The chemical products group index moved down 0.4 per cent to 214.3 from 215.1 on lower prices for soaps and detergents.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 0.2 per cent to 259.8 from 259.3 in the three-week period May 31 to June 21. The animal products index increased 0.3 per cent to 329.1 from 328.1, and the field products index was unchanged at 190.5.

U.S. Consumer, May 1968

The United States consumer price index (1957-59 = 100) rose 0.3 per cent from April to May. The index in May was 120.3, which was 4.1 per cent higher than a year ago.

Price increases recorded were: apparel (including infants wear, sewing materials, jewellery, and apparel upkeep not shown separately) 0.9 per cent; food (including restaurant meals) 0.4 per cent; housing 0.3 per cent; medical care 0.3 per cent; transportation 0.1 per cent; reading and recreation 0.3 per cent; and personal care 0.5 per cent.

British Retail, April 1968

The British index of retail prices (January 16, 1962 = 100) was 124.8 at April 23, compared with 122.6 at March 19 and 119.5 at April 18, 1967.

The rise in the index during the month was due mainly to higher prices and charges for motor vehicle licences, petrol, cars, cigarettes and tobacco, wines, spirits, school meals, and tomatoes.

The index for foods, the prices of which are affected by seasonal variations, rose by about 2½ per cent to 125.1, compared with 122.1 in March. For the food group as a whole, the index rose slightly to 123.5, compared with 122.1 in March.

The housing index rose by less than one per cent to 140.6, compared with 139.5. There were rises in the average levels of rents for unfurnished dwellings, rates and water charges, and in charges for repairs and maintenance.

*On base June 1951 = 100.

The Status of Women in Pakistan

Women's Bureau

Many of the newly emerging countries are becoming more aware that the status of women within their societies is one of the national standards for measuring the social and economic development of their country.

The partition of India and Pakistan in 1947 brought a great upheaval and much suffering to the people. It had a tremendous impact on all women in Pakistan regardless of class. Their efforts to meet the challenge of settling and building a new country are signs of the strength of the Pakistani women. Today they continue to play an increasingly important role in the economic and social development of their country—but not without some resistance.

In Pakistan, as in nearly all other Asian countries, education, legal equality and political rights are now available to women. But these rights, which were obtained through much effort and perseverance, are meeting obstacles to their acceptance in everyday life. Traditional attitudes are prevalent and are likely to remain so for some time.

The "age old" concept that women should remain in the background is being counteracted, however, by the increasing opportunities that are becoming available to women to improve their standing in society. They, in turn, are taking advantage of these opportunities as best they can.

Education and Training

Education has proved to be the forerunner of women's emancipation in many countries and the strong force in the eventual equality of women. Higher education for girls and women is in great demand in Pakistan, and the Government is putting much effort into trying to provide educational facilities. The need for women teachers in primary and secondary schools has reached the crucial stage. The still-existent practice of purdah (the segregation of women) is partly responsible, because men teachers, by custom, do not teach girls beyond the third grade.

Women medical doctors also are high on the list of much-needed professional people, again because of custom. Where purdah prevails, only a woman doctor can minister to a female patient. The need for nurses and other persons trained in various branches of health services is always great. Although these professions are the choice of the majority of women who are seeking higher educational training, they are entering into other professional areas as well. Careers in law, journalism and other news media, and, more recently, science, are now being sought by Pakistani women.

Technological change is demanding increased numbers of technical training schools, but the opportunities for vocational training for girls are far below the demand. Trained personnel to teach in these schools and the additional buildings needed for the purpose are both in short supply.

TABLE 1

Women in the Non-agricultural Labour Force, 1961

Manufacturing	257,217
Personal services	152,749
Professional & technical workers	39,788
Sales workers	28,953
Construction workers & labourers	23,450
Forestry & fishing*	8,010
Clerical workers	5,553
Transport & communication	1,276
Mining & quarrying	205
Not classifiable	28,862
Unemployed	6,444
All occupations	552,507

*Includes some agricultural workers.

Labour Force Participation

Women constituted one-eighth of Pakistan's total labour force in 1961. Of all women 10 years of age and over, approximately 3,800,000, or close to 14 percent, were in the labour force. Of these, 85 per cent are engaged in agriculture. The total population is 93 million, according to the 1961 census.

During the 1950s, the number of women in the non-agricultural labour force rose substantially. The 1961 census noted the distribution of these female workers (10 years of age and over) as shown in Table 1.

Political Rights

The women of Pakistan were granted the right to vote in national elections in 1956, and they have the right to contest any seat in the provincial or central governments or local bodies. To encourage women's political participation, seats were reserved for women in all zonal assemblies, district boards and the central Parliament for ten years after the date of the constitution March 23, 1957. These seats would automatically fall to women after the elections should they not be adequately represented. This was designed to encourage women's full participation from the beginning and their continued interest in government affairs. In 1957, there were 23 women members of Parliament, and today women are holding important positions in various departments of the Government.

Women's Organizations

Pakistani women strongly support their numerous organizations, many with international affiliation. They send representatives to several United Nations commissions, seminars and organizations. The All Pakistan Women's Association (APWA) is a strong and effective organization. Formed in 1949, this non-partisan, non-sectarian movement is pledged to work for relief wherever it is needed, and to promote both national and international betterment of social, economic and cultural conditions, particularly where these affect women and children. Under the leadership of a group of influential and dedicated women volunteers, the association is seeking to promote all aspects of equal status for women. And there are many other equally active women's organizations, each working for improvements in the woman's role, whether it be in community affairs, professional or non-professional fields, or in some other specific area.



Delivering the goods the sure way are Arnold Coley (left), Montreal Manager of Brink's; and Jean Larivière, Business Representative, Local 931 — the prime initiators of a newly-established joint consultation committee. Unloading the truck are union stewards Peter Johnson and Terrence Greenslade, also members of the committee.

Compatibility via Committee

Labour-Management
Consultation Branch

The management and employees of Brink's Express Company of Canada Limited in Montreal are, by their own assessment, working well together. This, after several years of bitterness and distrust.

They like the new atmosphere, and want to maintain and strengthen it. And they believe they can tie down continuing good relations with the help of a formal program of labour-management consultation.

"We are materializing something that's already existing; we're making it official," explains Roméo Gérard, chief negotiator for Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

"The key to the program," adds John Walsh, Brink's general manager for eastern Canada, "is that we can carry on with regular discussion."

It was decided at an exploratory meeting in early May to set up a labour-management committee. The union and management representatives at the meeting agreed on a committee of five unionists and three persons from management.

Brink's, whose business is moving money and securities, has 25 branches across Canada and another 100 in the United States. The Montreal operation employs 300, including 100 part time.

Morale Was Low

It was only a few years ago that company and union were at odds. The difficulty was partly due to personalities and partly related to the unique operation of transferring funds, according to union and management spokesmen. Morale of the employees was low, and management-union confidence was lagging.

"In those years, we were hit with a series of costly holdups that upset the company and upset the men who were worried about personal security," says Jean Larivière, Local 931's business agent. "When we had a difference of opinion we took it to arbitration."

It was this same grim situation, however, that set the scene for attempts at better relations. In Mr. Larivière's words: "We said to ourselves: 'Let's see if we can go 50-50, instead of us both losing out'." Once the ice was broken and minds were opened up to listen to new ideas, the change to better relations was spurred on primarily due to the efforts of two men: Arnold Coley, Montreal Manager of Brink's, and Mr. Larivière.

Mr. Coley, who started with Brink's as a guard, was named manager early last year. "I knew morale was down," he says, "and I've been striving ever since to gain the confidence of the men."

Personal Contact

Mr. Coley's approach has been to build up contact between employees and management. He meets each week with the shop stewards. He also sets up meetings of 35 to 40 men by classification (messengers, drivers, guards, assistant cashiers). "I told the men at these meetings that I was there to hear their problems."

Mr. Coley notes also that a 35-per-cent increase in full time personnel and new equipment helped restore employee confidence.

Mr. Larivière, President of Local 931 for seven years, became its business agent in December 1966. His approach to developing joint consultation has been to explain away fear of the unknown. Some employees, for example, had thought consultation would take away their rights, such as the grievance procedure.

Mr. Larivière, aided by Chief Steward Terrence Greenslade and Assistant Steward Peter Johnson, used shop meetings and shop visits to explain the merits of joint consultation.

Mr. Larivière considers the Brink's committee the first step toward joint consultation involving other trucking companies and Local 931.

The current contract between the local and the Quebec Trucking Association Inc. gives the two the right to discuss the possibility of forming a committee. There have been two meetings so far, and more are scheduled.

Camille Archambault, Assistant to the President of the association, says the association and the union are investigating the areas of discussion a committee could handle, and what its powers could be.

Employers

Mr. Archambault says the employees see the value of a committee. "We are troubled with too many frivolous grievances," he says. "Possibly with joint consultation they could be settled sooner and at less cost." The association represents 1,200 trucking firms.

Mr. Larivière, whose local comprises 2,650 members, believes that the Brink's committee is a pilot project in the Quebec trucking industry. "If we make it worthwhile at Brink's, we have a good chance of success in the industry," he says.

This article is reprinted from the June issue of *Teamwork in Industry*, an industrial relations bulletin published monthly by the Labour-Management Consultation Branch.

Ergonomics

What is it? What can it do? — Part II



NFB Photo

From management's point of view, the majority of workers in the age group over 40 perform their jobs satisfactorily, but are less adaptable and harder to fit into new employment situations. This can seriously hamper a dynamic development of production.

This is a situation in which ergonomics, or job redesign, can be implemented to increase a worker's performance on the job and to make the task easier for him to do. Although management may be reluctant to undertake a system of job re-engineering, it has not been proved that this is more costly than reassigning the older worker to other tasks.

It must be understood that the effect of aging cannot be generalized; the productivity of all workers is not impaired as they age. Rather, the differences between individuals of the same age become more marked as they grow older.

Among the factors making older workers less adaptable are health considerations. Medical disabilities that must be taken into account in the placing of workers become more frequent with increasing age. In addition, the degree of impairment of productivity depends largely upon the nature of the older worker's tasks. Jobs in which this impairment is extensive include those that place difficult demands upon older workers.

Age changes will be most obvious in two types of work:

- tasks involving organized perceptual motor activity; and
- tasks involving physical work capacity.

Changes with age in a worker's capacity for organized perceptual motor activity will be reflected mainly in jobs that involve demanding visual or auditory activity, fine discriminations, especially under time-stress, or methods of conveying information or instruction that are unnecessarily complex, ambiguous or unnatural.

Age changes in physical work capacity are most likely to be reflected in the performance of older workers who are engaged in jobs that require occasional bursts of energy or effort that are higher than the maxima which the older worker has at his disposal, or jobs in which demands on energy expenditures are so continuous that the older worker is prevented from taking the short recuperative rest pauses he needs.

In addition to the obvious deterioration in hearing and acuity of vision that may accompany advancing age, less obvious changes occur. The capacity for making choices, especially in a complex situation, may decline as one grows older. This often overshadows loss of visual and auditory sensitivity in setting limits to skilled performance. Such difficulty is made worse by a work situation that forces the worker to make rapid choices. This is partly responsible for gross losses of productivity among older workers, accidents sustained by them, and equipment breakdowns due to time-stress caused by paced work. The potential of these workers can be maximized by reducing time-stress.

The following is a list of job features that are likely to cause special difficulties for older workers, but which might well be overcome by job redesign:

- excessive heat or humidity, atmospheric pollution, inadequate lighting and glare, or excessive noise in the working environment;
- design features causing prolonged stooping, bending or stretching, unsupported weight of tools, close visual or intense auditory activity, fine discriminatory activity, complex informational displays, narrow tolerances of accuracy, or hazards in the design and layout of equipment and the workplace likely to cause tripping or stumbling;
- uncontrolled work pacing, short-term memory requirements, short bursts of extremely heavy work, continuous heavy work, or low distribution of rest

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pauses in the organization of the work; and

• combinations of these features, which appear to call for job redesign.

Examples of these combinations include:

• continuous heavy work in hot environments;

• close visual work, or work requiring fine discriminations in badly lighted workplaces or in glare;

• continuous heavy work that is paced;

• complex informational displays that must be read at speeds outside the operator's own control;

• high levels of accuracy that must be maintained during paced work; and

• response to auditory instructions or signals in excessively noisy conditions. These conditions, although unsatisfactory for all workers, are especially so for older workers.

Need for Ergonomics

Unsatisfactory work conditions can be more than just an inconvenience. Evidence shows that older workers are less tolerant of environmental stress than younger workers. Although output may be only slightly affected by abnormal temperatures and polluted atmospheres, the possibility remains that continuous exposure to extreme thermal environments or respiratory irritants may accelerate and ultimately precipitate the onset of serious physical disorders.

Not all jobs are difficult for all older workers, however, nor do all older workers have difficulty with the same type of work. The susceptibility of older workers to accidents is significantly greater on some jobs than on others, especially in choice-type work, which is time-paced.

In general, older workers with below-par performances fall into four main groups:

• those who object to change and cannot adjust to it;

• those with medical restrictions;

• a few who "feel their age;" and

• those who at any age are individuals with low potential.

Obviously, there are many older workers who do not have any of the above difficulties, and whose performance will be as good as that of many workers who are years younger.

Favourable Characteristics

Although age can bring some undesirable physical changes, it can also bring character and personality changes of a positive nature, which in many cases more than make up for physical shortcomings.

In general, older workers are more stable and dependable, and have a great wealth of knowledge and experience to draw on. Evidence from research into personality changes accompanying age suggests that these changes are on the whole desirable.

For this reason, inspection work is particularly suitable to older persons, because it requires just those qualities that they are likely to possess: patience, a sense of responsibility, good judgment, a knowledge of materials and work, a feel for quality, and experience of the firm and its requirements. Inspection work is an example of work in which the performance of older workers may be not only equal but even superior to that of younger workers.

These same qualities of patience and responsibility can help to offset difficulties the older worker may have with retraining, because he is likely to persist at his studies until he overcomes his difficulties. All that may be needed to assist him is a slightly different structuring of lessons.

Wherever new or old skills can be broken down and structured into programmed learning sequences, the older worker can often master new skills and can be trained to play a valuable and important role.

Recent trends show that the need for more use of older manpower, and for increased and improved training programs to make these workers more productive, is likely to become more apparent in the near future. The availability of this manpower will depend not only upon retraining, but also upon extensive use of ergonomics. The science of job design must be applied both to existing jobs and to those to be created in the future.

More and more jobs are being created that call upon just those abilities that appear to deteriorate with advancing age. At the same time, many of the jobs to which it has been customary in the past to transfer older workers are ceasing to exist. It is possible that there may soon be neither sufficient younger workers to fill all the vacancies in the more demanding jobs nor sufficient suitable jobs to which older workers may be transferred.

To help combat this problem, a great effort must be made to eliminate the myths and prejudices concerning age that lead to the insufficient use of older workers and to an uneconomic waste of our manpower resources. When, in spite of a buoyant economy, a considerable proportion of the work force is unemployed or under employed, the problem of the older worker must be regarded as one part of the greater problem of manpower utilization.

This is the second half of a two-part article on the application of ergonomics to the problems of job placement for older workers. It is a condensation of material prepared under the sponsorship of the Organization for Economic Co-operation and Development.

Employment Review For June

Employment advanced by an estimated 258,000 to 7,763,000 in June, and was 196,000 higher than in the same period a year ago.

The labour force, at 8,158,000, was 287,000 higher than in May, and 299,000 or 3.8 per cent more than in June 1967.

Unemployment increased by 29,000 to 395,000 from 366,000 in May, and was 103,000 higher than in June 1967.

Unemployment in June represented 4.8 per cent of the labour force, compared with 3.7 per cent in June 1967, and 3.1 per cent in June 1966.

The increase during the month in the labour force and in unemployment was largely caused by the surge of students entering the labour market at the end of the school term. Of the estimated 204,000 teen-agers who entered the labour force during the month, 130,000 found jobs, but a substantial number, 74,000, did not.

Employment

Employment, at 7,763,000, rose by 258,000 between May and June. The increase of 196,000 from June 1967 was shared by all regions. The largest increase was in British Columbia, 5.5 per cent, followed by Ontario, 3.4 per cent, Prairies, 2.6 per cent, Atlantic, 1.3 per cent, and Quebec, 0.9 per cent.

Farm employment showed little change between May and June. In non-farm industries, employment gains were widespread. Manufacturing showed the largest advance, 68,000. Increases were also recorded in construction, 45,000, community, business and personal service, 38,000, transportation, storage and communication, 28,000, public administration, 28,000, and forestry, 22,000.

Compared with a year ago, non-farm employment increased by 211,000. The largest advance was in community, business and personal service, 68,000. Other increases took place in trade, 46,000, transportation, communication and other utilities, 30,000, and manufacturing, 26,000.

Unemployment

Unemployment, at 395,000, was 29,000 higher than in May, and was 103,000 higher than in June 1967. Of the 395,000 unemployed in June, 184,000, or 46 per cent, were unemployed for less than a month. Of the remainder, 109,000, or 28 per cent, were unemployed for one to three months, and 102,000, or 26 per cent, for four months or more.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during June. It granted six applications for certification. During the month, the Board received twelve applications for certification and two requests for the review of earlier decisions. It allowed the withdrawal of six applications for certification and one application for revocation.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Curry Moving & Warehousing Ltd., Ottawa, Ont. (L. G., July, p. 410).

2. Public Service Alliance of Canada, on behalf of a unit of clerical employees of the National Harbours Board engaged in its operations at the Port of Quebec (L. G., July, p. 411).

3. United Brotherhood of Carpenters and Joiners of America, Local 2499, on behalf of a unit of carpenters employed by Northern Mining Contractors Limited, Whitehorse, Y.T. The International Association of Machinists and Aerospace Workers had intervened (L. G., July, p. 411).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Canada Bridge Ltd., Whitehorse, Y.T. (L. G., July, p. 411).

5. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. Maxine Smith, *et al.* (office employees) and John Fleury, *et al.* (firefighters) had intervened (L. G., July, p. 411).

6. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by General Enterprises Limited, Whitehorse, Y.T. (L. G., Aug., p. 481).

Applications for Certification Received

1. United Steelworkers of America on behalf of a unit of employees employed in the Yukon and Northwest Territories by Cameron McMynn Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of licensed engineers employed by Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited and Island Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

3. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Agence Maritime Inc., Quebec, P.Q. (Investigating Officer: G. R. Doucet).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Tank Truck Transport Limited, Rexdale, Ont. (Investigating Officer: H. A. Fisher).

5. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed personnel employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

7. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of shore employees employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

8. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by The Chesapeake and Ohio Railway Company, St. Thomas, Ont. (Investigating Officer: K. Hulse).

9. Office and Technical Employees' Union, Local 15, on behalf of a unit of clerical employees employed at various terminals by Canadian Freightways Limited, Calgary, Alta. (Investigating Officer: C. M. Gilmour).

10. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers employed by Conrad Brothers Limited, Dartmouth, N.S. (Investigating Officer: D. T. Cochrane).

11. International Union of District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of employees of Central Mortgage and Housing Corporation (Habitation Orléans and Bellerive Apartments), Ville Mont-Royal, Montreal, Que. (Investigating Officer: G. R. Doucet).

12. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by The Royal Bank of Canada, Main Office, Ottawa, Ont. (Investigating Officer: P. Stoochnoff).

Applications for Certification Withdrawn

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Public Markets Limited, St. Boniface, Man., respondent (L. G., May, p. 276).

2. Beverage Dispensers & Culinary Workers' Local 835, of the Hotel, Motel and Restaurants Employees' and Bartenders' International Union, applicant, and Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T., respondent (L. G., July, p. 411).

3. Beverage Dispensers & Culinary Workers' Local 835, of the Hotel, Motel and Restaurant Employees' and Bartenders' International Union, applicant, and Regina Hotel, Whitehorse, Y.T., respondent (L. G., July, p. 411).

4. International Union of Operating Engineers, Local 115, applicant, and Yukon Enterprises Ltd., Whitehorse, Y.T. respondent (L. G., Aug., p. 481).

5. Retail Clerks Union, Local 401, Retail Clerks International Association, applicant, and Canadian Freightways Limited, Edmonton, Alta., respondent (L. G., Aug., p. 481).

6. United Steelworkers of America, applicant, and Cameron McMynn Ltd., Vancouver, B.C., respondent, (see also Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Requests for Review under Section 61(2)

1. The Board received a request for review from the Canadian Brotherhood of Railway, Transport and General Workers seeking amendment of the certificate issued by the Board on December 28, 1962, which certified the union as the bargaining agent for a system-wide unit of employees of the Canadian National Railways. The application involved a proposed variation in the certificate to include a recently integrated carload and express claims office in Toronto in substitution for the former office of the freight claims agent (Investigating Officer: P. Stoochnoff).

2. The Board received a request from Anvil Mining Corporation Limited, Whitehorse, Y.T., for review of the certificate issued by the Board on May 14, 1968, which certified the United Steelworkers of America, Local 1051, for a unit of employees employed in the Faro camp, Rose Creek, Vangorda area of the Yukon Territory. The application pertained to certain monthly-rated positions included in the unit that the Board found appropriate for collective bargaining.

Application for Revocation Withdrawn

1. C. R. Raftery, *et al.*, applicants, Consolidated Denison Mines Limited (now Denison Mines Limited), Elliot Lake, Ont., respondent, and International Union of Operating Engineers, Local 796, respondent (L. G., Aug., p. 481).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Saint John, N.B., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane).

2. National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane).

3. Quebec Paper Sales and Transportation Co. Limited, Donnacona, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

4. Davie Transportation Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

5. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

6. Trove Transport Limited (Maintenance Division) Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

7. Kingsville Cartage Company Limited, Kingsville, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

8. Clarke Traffic Services, Montreal, Que., and Local 14273, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

9. Clarke Traffic Services, Montreal, Que., and Local 14274, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

10. Outfitters Incorporated Limited, Corner Brook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies).

11. Northern Industrial Carriers Limited, Edmonton, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

12. TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. Canadian Pacific Air Lines Limited (technician group IV, lead port steward and port steward, planning clerk II and III, clerk I to IV and librarian) Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

2. National Harbours Board, Saint John, N.B., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane) (See above).

3. National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane) (see above).

4. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies) (L. G., Aug., p. 482).

5. Central Mortgage and Housing Corporation, and Public Service Alliance of Canada (head office stationary engineers) (Conciliation Officer: J. S. Gunn) (L. G., Aug., p. 482).

6. Buffalo and Fort Erie Public Bridge Authority, and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Aug., p. 482).

7. B.C. Air Lines Limited, Vancouver International Airport, and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L. G., July, p. 412).

8. Inspiration Limited, Edmonton, Alta., and Local 7288, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L. G., July, p. 412).

9. Robin Hood Flour Mills Limited, Montreal, Que., and *Le Syndicat National des Employées de Robin Hood Flour Mills Limited (CSN)* (Conciliation Officer: R. L. Fournier) (L. G., July, p. 412).

10. The Toronto Harbour Commissioners, and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae) (L. G., July, p. 412).

11. Western Ontario Broadcasting Company Limited (CKLW-TV-AM-FM), Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L. G., June, p. 343).

12. Mc Allister Towing Ltd., Montreal, Que., and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., June 1967, p. 364).

13. Zenith Transport Ltd., North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 483).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Conciliation Boards Appointed

1. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (L. G., Aug., p. 482).

2. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers International Union, Local 9-14 (L. G., Aug., p. 482).

3. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., July, p. 412).

4. Northland Navigation Co. Ltd., Vancouver, B.C., and the Seafarers' International Union of Canada (L. G., June, p. 343).

5. Quebecair, Montreal, Que., and the International Association of Machinists and Aerospace Workers (L. G., Aug., p. 482).

6. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV watchmen, Montreal, Que.) (L. G., June, p. 343).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., Aug., p. 483) was fully constituted in June with the appointment of Dr. W. Steward Martin, Q.C., Winnipeg, as chairman. Dr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Henry B. Monk, Q.C., and union nominee A. A. Franklin, both of Winnipeg.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and United Steelworkers of America (L. G., Aug., p. 483) was fully constituted in June with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David Churchill-Smith, Toronto, and union nominee Drummond Wren, Agincourt, Ont.

Board Reports Received

1. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (L. G., May, p. 278).*

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland) and Brotherhood of Locomotive Firemen and Enginemen (L. G., March, p. 157).‡

3. Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., Aug., p. 483).†

Settlement before Board Constituted

Ogilvie Flour Mills Co. Limited, Montreal, Que., and the National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU) (L. G., July, p. 412).

Settlement before Conciliation Board

McAllister Towing Ltd., Montreal, Que., and Canadian Marine Officers' Union.

Strike Action

1. The St. Lawrence Seaway Authority (Operational Maintenance Group, Construction Branch, Cornwall Headquarters Bargaining Unit) and the Canadian Brotherhood of Railway, Transport and General Workers (strike commenced June 21) (L. G., Aug., p. 483).

2. Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (strike commenced June 3) (L. G., Aug., p. 483).

*Full text in Supplement No. 3, 1968.
†Full text in Supplement No. 4, 1968.
‡Full text in Supplement No. 2, 1968.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Legal Decisions Affecting Labour

The Nova Scotia Supreme Court (Appeal Division) has set aside the award of a non-statutory board of arbitration on the grounds that it was a denial of natural justice.

Legislation Branch

The Appeal Division of the Nova Scotia Supreme Court, on February 13, 1968, granted a motion to set aside the award of an arbitration board to which a grievance—dealing with the dismissal of three employees after a train collision—had been submitted under the collective agreement between a railway company and a union, whose relations were governed by the Industrial Relations and Disputes Investigation Act (Revised Statutes of Canada, 1952, c. 152; see Sec. 19). The chairman of this arbitration board did not disclose that he had also served as chairman of a board of referees on the unemployment insurance aspect of the dismissal cases.

The railway company had applied for a writ of *certiorari* to quash the arbitration award, but the Court below dismissed the application, because the parties involved were not required by statute to resort to this means of settlement (L. G., March, p. 159). The appeal of this decision was not allowed by the Appeal Division for the same reason.

The Appeal Division also dealt with a motion made by the railway company to set aside the arbitration award on the grounds that a bias on the part of the chairman of the board constituted a denial of natural justice. The motion was granted and the award set aside, because the chairman had not disclosed his involvement in the earlier decision of the board of referees on another aspect of the case; this was the basis for apprehension of bias constituting a denial of natural justice.

There was a head-on collision between two trains of the Cumberland Railway Co. (Sidney and Louisburg Division) on September 17, 1966. After an inquiry into the accident was held, three crew members of one of the trains were dismissed from their employment.

Two of those dismissed applied for benefits under the Unemployment Insurance Act (Statutes of Canada, 1955, c. 50). By the provisions of this Act, a person is disqualified from receiving benefits if he has lost his employment by reason of his own misconduct, or has voluntarily left employment without just cause (Sec. 60(1)); a period of disqualification, not exceeding six weeks, is determined by an unemployment insurance officer, a board of referees, or an umpire (Sec. 62). The insurance officer, before whom the claims of the two dismissed employees were made, decided on October 14, 1966 that both were disqualified, because both had lost their employment "for cause within the meaning of the Act"; benefits were suspended for a three-week period.

The decision to suspend unemployment insurance benefits was appealed to a board of referees by the two employees affected. A board, chaired by Mr. Charles J. O'Connell, heard the appeals on December 12, 1966. It found that both men had been fired merely because an accident took place, and therefore concluded that the two men did not lose their employment by reason of their own misconduct. The decisions on both appeals were signed by Mr. O'Connell and the two other board members.

Meantime, Lodge 684 of the Brotherhood of Railroad Trainmen, together with the Cumberland Railway Co., had been following grievance procedures in the matter of the dismissal of the three employees. In a letter dated October 27, 1966, the union notified the company that it had appointed a union representative for an arbitration board. The company informed the union in a letter dated November 8, 1966, that it too had appointed a representative for arbitration. Subsequently, the Minister of Labour appointed Mr. Charles J. O'Connell as chairman of the board of arbitration.

The board met during February and March 1967. A split decision of the board, delivered on April 10, 1967, allowed the union's grievance on behalf of the three employees, and reinstated them with back pay. The majority of the board was made up of the chairman, O'Connell, and the union appointee.

At no time before or during the proceedings of the board of arbitration did Mr. O'Connell disclose that he had acted as chairman of the board of referees on the unemployment insurance aspect of this dismissal case. The company had no knowledge of the proceedings before the board of referees until March 16, 1967, at which time a company official heard a rumour to that effect from an employee. It was not until April 12, 1967 that the rumour was confirmed—two days after the arbitration award was made.

Application for Certiorari

The company applied to the Nova Scotia Supreme Court for a writ of *certiorari* to quash the award of the board of arbitration. The Court, Mr. Justice Coffin presiding, said that *certiorari* does not lie against an arbitration board to which a grievace has been submitted under a collective agreement between an employer and a union whose relations are governed by the Industrial Relations and Disputes Investigation Act. Such a board of arbitration is a private tribunal set up by the parties themselves and not by the legislature. Because it is not a statutory tribunal to which the parties must by law resort, the decision of such an arbitration board is not amenable to *certiorari*. Mr. Justice Coffin therefore dismissed the application (L. G., March, p. 159).

The company appealed this decision to the Appeal Division of the Nova Scotia Supreme Court. Speaking for the Division, Mr. Justice McKinnon substantially agreed with Mr. Justice Coffin's decision to deny *certiorari*. The company's appeal was dismissed.

Denial of Natural Justice

Shortly before the Appeal Division heard the appeal from Mr. Justice Coffin's decision to deny *certiorari*, the company moved for the intervention of the Court to set aside the award of the board of arbitration on the grounds that there had been a denial of natural justice. The company submitted that the issue before

the board of arbitration—whether there was just cause for dismissal—was precisely the same as the issue before the board of referees, and that Mr. O'Connell, who had already dealt with the issue that was before the board of arbitration when he acted as chairman of the board of referees, sat as chairman of the board of arbitration and acted throughout in that capacity, and rendered a decision without revealing to the parties his prior involvement on the board of referees. This, the company said, was a denial of natural justice that entitled the company to relief by the Court.

Two objections to the company's submission were made in Court by the union. The union argued, first, that the motion to set aside the arbitration award was "out of time." It said that, although neither the Arbitration Act (Revised Statutes of Nova Scotia, 1967, c. 12) nor the Rules of Court in Nova Scotia set a specific time for moving to set aside an arbitration award, such a motion must be brought within a reasonable time from the date of the award. Supported by a comment in a legal textbook, the union suggested that a reasonable time would be six weeks.

Mr. Justice McKinnon answered by saying that there was no such provision in the Statutes of Nova Scotia; he therefore looked to Nova Scotia Court decisions to determine what would be a reasonable time to allow for making such motions. In *Silver et al. v. McCulloch*, (1870) 8 N.S.R. 104, the principle used was that "if the objection be not taken for more than a year after the time of the making of the award, it will not be entertained and the award will stand."

In the case at bar, there had been a lapse of less than three months between the arbitration decision on April 10, 1967 and the application for *certiorari* on July 4, 1967. While the appeal of Mr. Justice Coffin's dismissal of the *certiorari* application was pending, the company gave notice on November 16, 1967 concerning motion to set aside the award because there was a denial of natural justice—a lapse of more than seven months. In view of the *certiorari* proceedings in the meantime, and keeping in mind the *Silver et al. v. McCulloch* case, Mr. Justice McKinnon found no unreasonable delay in the move by the company to set aside the award.

The second objection by the union was that the company was not entitled to have the arbitration decision set aside because of legal bias on the part of the chairman of the board of arbitration.

Considering this objection, Mr. Justice McKinnon found that Mr. Charles J. O'Connell, as chairman of the board of referees under the Unemployment Insurance Act, had the same facts before him then as he had when he served as chairman of the board of arbitration. The union had argued that the questions to be determined in each instance—"misconduct" before the board of referees, and "just cause for dismissal" before the board of arbitration —were unrelated. This would mean that the material matters and proceedings before each board were different. Mr. Justice McKinnon did not agree. He said:

> It appears to me that, although the results consequent on the finding of each board were to be different, if the charges were considered proven, in essence the charge considered by the board of referees was the same as that adjudicated on by the board of arbitration, namely, misconduct on the part of the persons involved. The evidence may have been more comprehensive in one case than the other, but, in substance, it was the same evidence.

Mr. Justice McKinnon was of the opinion that Mr. O'Connell was in a position analogous to that of "a Judge who sits as a member of a Court which is trying an appeal from his own decision". By way of explanation, Mr. Justice McKinnon went on to say:

> The chairman [Mr. O'Connell], on the hearing of the arbitration issues, knew most of the matters considered by him in making his original determination on the board of referees. He can hardly be expected to exclude from his mind and give fair consideration to whatever evidence or argument was presented to the board of arbitration. The chairman, by the decision of the board of referees, dated December 12, 1966, had already indicated his view of the issues which came before the arbitration board, and it would only be human for him to support this attitude in the latter tribunal. It was wrong for him to take part in the arbitration proceedings, or he should have done so only after a full disclosure to the parties of his previous involvement and only after they had consented to his so acting.

In the case of *Regina v. Alberta Securities Commission, Ex parte Albrecht* (1962) 36 D.L.R. (2d) 199; (1962) 38 W.W.R. 430, Mr. Justice Riley of the Alberta Supreme Court cited the principle found in the British case of *Regina v. Sussex Justices, Ex parte McCarthy*, (1923) All E.R. Rep. 233, that "justice should not only be done, but that it should also be manifestly seen to be done."

In *Szilard v. Szasz*, (1955) 1 D.L.R. 370; (1955) S.C.R. 3, one of the leading Canadian cases on bias as a ground for disqualification of an arbitrator, Mr. Justice Rand of the Supreme Court of Canada said:

> From its inception, arbitration has been held to be of the nature of judicial determination and to entail incidents appropriate to that fact. The arbitrators are to exercise their function not as the advocates of the parties nominating them, and *a fortiori* of one party when they are agreed upon by all, but with as free, independent, and impartial minds as the circumstances permit. In particular they must be untrammelled by such influences as to a fair-minded person would raise a reasonable doubt of that impersonal attitude which each party is entitled to.

This principle had been expressed in a number of British and Canadian cases. After summarizing several of these cases, Mr. Justice Rand commented that "it is the probability or the reasoned suspicion of biased appraisal and judgment, unintended though it may be, that defeats the adjudication at its threshold. Each party, acting reasonably, is entitled to a sustained confidence in the independence of mind of those who are to sit in judgment of him and his affairs." He added that this is especially the case where the party has agreed to the arbitrator selected, and he further held that, in such cases, it is sufficient that there be a basis for a reasonable apprehension that the arbitrator would not act in an impartial manner; most probably, if the facts were disclosed, one party would refuse to accept that arbitrator.

In the case at bar, Mr. Justice McKinnon said:

> . . . . it is not suggested, nor is it indicated that Mr. O'Connell did anything that was intentionnaly wrong, but he should have revealed to the parties involved that he had sat as chairman of the board of referees when the evidence of the train collision, and the attendant circumstances, was then considered and a determination made. Had he done so, it is my belief that the applicant herein [the Company] would have concluded that there was a basis for a reasonable apprehension of his so acting as chairman of the board of arbitration. In my opinion, it is a probability, if not a certainty, that had the applicant [Company] been made aware of these facts, it would have refused to accept him as an arbitrator, and it would have been justified in so doing.

Arbitration Award Set Aside

Mr. Justice McKinnon found that there was legal misconduct on the part of the chairman of the board of arbitration concerning the grievance of the three employees dismissed by the Cumberland Railway Co. Consequently, the award of the Board was set aside. *Regina v. Board of Arbitration, Ex parte Cumberland Railway Co.* (1968) 67 D.L.R. (2d) Part 2, p. 135.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2754

The claimant applied for benefit in May 1966, and reported that he had been employed as a spray painter from June 1965 to May 1966.

He subsequently filed a renewal application in October 1966, and indicated that he was last employed as a "wheel abrator" from August 1966 to October 1966.

The claimant continued to receive benefit until March 1967, when he was interviewed by an officer of the Commission, who recorded that the claimant had worked two days in February but had neglected to report this.

A further interview took place with the claimant, at which time he signed the following declaration:

> . . . I worked two days . . . in February, 1967 . . . This was not reported by me, as my wife fills out my Postal Claimant's Reports after I sign them. She has been doing this ever since I went on claim. I am separated from my wife and have not lived with her since last summer . . . She phones me whenever I have any mail waiting for me. Approximately five weeks ago I fell and dislocated my shoulder and subsequently had an operation on my right shoulder . . . The doctor has not indicated . . . when I will be capable of working.
>
> My claimed dependant is residing with my wife to whom I give . . . at least $20.00 per week toward the support of her and our two children.
>
> The company hired me for only two days, so I would qualify for Ontario hospitalization. I was three months in arrears, and they paid this for me. I could not do my job . . . because of my shoulder injury, and I only went back to work . . . so I could qualify for Ontario hospitalization and have the operation on my shoulder. The company will rehire me as soon as my shoulder is recovered.
>
> I was fired . . . last May, but the union local . . . had this straightened out for me, and I won an award . . .

The local office asked the company to supply information regarding the two days employment that the claimant allegedly had in February 1967, the reason for termination at that time, whether he had been reinstated in his employment, and if he had received an award for wrongful dismissal.

The Company replied that the claimant had been employed there until his discharge in May 1966. After an arbitration hearing, he was reinstated without compensation, reported for work in February 1967, and advised the company that he was scheduled for admission to hospital two days later for a shoulder operation.

The company had stated that it would reinstate the claimant after his convalescence, when he was fit for work. After further discussion, he had produced a doctor's certificate stating he could work, and the company hired him as a painter for one day.

When the claimant reported to hospital the next day, he was told that there was no bed for him. Consequently, he worked until noon the next day, when he went on sick leave for the operation on his shoulder. The company added that he had returned to full-time employment three months later.

The insurance officer notified the claimant in May 1967 that he was disqualified from receiving benefit for as long as his incapacity would continue, as he had "ceased to work by reason of illness."

The officer commented in his submission to the board of referees: "It has been established that the claimant returned to employment on February 20, 1967, worked part of that day, all day on February 21, 1967 and until noon on February 23, 1967 when he separated to enter hospital for surgery on his shoulder. In accord with Section 66 of the Act, a claimant is disqualified from receipt of benefit from the day on which he ceases to work or loses his employment by reason of illness, injury, or quarantine, until he establishes that he has recovered and is again able to work."

The insurance officer's decision created an overpayment of benefit in the amount of $363. A determination of earnings was also made in respect of the week commencing February 19, 1967, but this decision was not appealed. The claimant's entitlement to the dependency rate of benefit was also investigated, but this was resolved in his favour.

Upon examining the claimant's file again, the insurance officer notified him as follows:

> In your declaration(s) in respect of week(s) commencing February 19, 1967, respectively, you stated or represented that you had no earnings. Also, from February 22, 1967, and subsequently, you stated or represented that you were ready, willing and able to work on each day.
>
> My information is that you knew that your statement(s) or representation(s) in connection with your claim for benefit was (were) false or misleading and, as in my opinion you have committed an offence against . . . the Act, a disqualification . . . is therefore imposed in the amount of $198. This amount can only be liquidated by means of deductions from the weekly benefits which would otherwise be payable to you on or after June 11, 1967, and is in addition to any overpayment of which you have been or may be notified as a result of the redetermination of your entitlement to unemployment insurance benefit in respect of the week(s) mentioned above . . .

The claimant appealed to the board of referees. The case was heard in August 1967. The claimant, who was present, was represented by a staff representative of his union local. The board unanimously maintained the insurance officer's decisions and dismissed the appeal. The claimant's union then appealed to the Umpire.

Considerations and Conclusions

The Umpire quoted Section 66 of the Unemployment Insurance Act as follows:

> No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

The Umpire stated that the claimant was actually employed and working with his employer when he ceased to work in order to enter hospital for an operation. He was, therefore, under Section 66 of the Act, subject to disqualification from receiving benefit.

The Umpire added that he could not accept the claimant's explanation that he did not knowingly make false statements for the purpose of obtaining benefit.

The Union's appeal was dismissed.

Cases Nos. 110 to 113

Canadian Railway Office of Arbitration Releases Decisions in Four Disputes

Four separate disputes, concerning claims by yardmen that they were not called to fill temporary vacancies, an interpretation of a personnel circular on wages, two conductors' claims for deadheading, and conductor's and crew's claim for final terminal time, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on June 11, 1968.

The arbitrator disallowed the claims in all cases. Summaries of the four cases, Nos. 110, 111, 112, and 113 follow.

CASE No. 110

Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen over claims submitted by yardmen who were not called to fill temporary vacancies.

Three yard crews at Trenton, Ont., were declared "reducible" according to an agreement between the railway and the company on January 15, 1968, which meant that each crew from then on would have one yard foreman and one helper. Up to that time there had been a foreman and two helpers assigned to each crew. The second helper having a seniority date prior to December 15, 1966, became, according to a clause of the agreement, a "protected" yardman.

On seven occasions between January 18 and January 22, a regularly assigned yardman, who had applied for helper's position on one of the reducible crews, was absent, and on each occasion the helper's position was not filled, but was manned by the foreman and one helper.

The seven claimants stated that they had been available for duty, but had not been called. Subsequently they submitted claims for eight hours at the penalty overtime rate, but the claims were declined by the company.

The brotherhood alleged that, in declining the claims and in not filling the vacancies, the company had violated an article of the collective agreement. They based their argument on the fact that Trenton Yard was not among those cited by the company in the original agreement as having only one foreman and one helper.

They argued also that it was only when an assignment had been reduced according to two provisions of the agreement that the company could order a crew to work with fewer than two helpers in Trenton Yard. They contended that the temporary absence of one of the helpers did not mean the discontinuance of the position, and that, under a third clause, no special bulletin had been posted inviting applications from "protected" yardmen.

The company stated that, when it had been determined that a crew could be reduced, the second helper position became redundant, and did not have to be filled unless claimed by a "protected" yardman. If a protected yardman applies for the position and becomes ill, the position need not be filled temporarily. The company contended further that the filling of redundant positions at the overtime rate of time and one half by men already earning their pay on regular jobs was beyond comprehension.

The arbitrator stated that, when the bulletin had been posted confirming that the three crews were reducible, the second helper position should have been considered redundant. He said that there was nothing in the agreement to suggest that a redundant position had to be filled during the absence of the protected yardman who had claimed it. "It reverts temporarily to its declared status, namely, a yard that may be operated with a foreman and one helper."

He contended further that, according to another clause of the agreement, protected yardmen could only fill redundant positions if their regular assignments had been abolished. The claimants in the dispute could not justify their claims on this basis.

Of pivotal importance, he concluded, was the fact that Trenton Yard had now been added to the list of yards having reducible crews. For these reasons, the claims were disallowed.

CASE No. 111

Dispute between the Canadian Pacific Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim resulting from the application of a personnel circular on wages.

The dispute arose when rates of pay for employees working in several railway departments continued to be subject to the provisions on a circular dated October 5, 1966.

When collective bargaining and negotiations were well under way for about 2,000 railway employees, the brotherhood discovered that their wage rates over the years were determined more or less unilaterally by individual department heads. This meant that the position rates established in different departments did not reflect a proper comparative rate structure between departments where equal rates were paid for similar duties and responsibilities.

The parties then agreed that it was not feasible to prepare one comprehensive collective agreement covering all of the

employees, so they decided to freeze the wage rates until a wage study, expected to take many months, was completed. As the parties had both agreed that existing wage rates would be frozen, it was necessary to draft a memorandum of understanding that would keep provisions concerning wage rates separate and apart from those concerning working conditions.

The separate provision on wages reads: "Until this memorandum is superseded by a collective agreement covering employees in a classification to which this memorandum applies, said employees will be paid at their wage rates in effect on the date of signing, subject to whatever general wage increases may be applied to clerical employees at the said office of the Regional Accountant, Merchandise Services, Winnipeg, and subject also to the application of step rates currently in effect."

The brotherhood interpreted the word "step rates currently in effect" to mean the step rates currently being used in the Winnipeg office. The Winnipeg agreement provides that:

- clerks with less than six months experience would receive $30 per month less than the scheduled rate;
- clerks with over six months and less than one year's experience would receive $20 per month less than the schedule rate; and
- clerks with over one years and less than eighteen months experience would receive $10 per month less than the scheduled rate.

The brotherhood claimed that the company, in agreeing, on January 5, 1967, to delete references to step rates for employees with less than two years experience from proposals issued by them on November 16, 1966, conveyed that the step rates of pay used in the Winnipeg office applied to clerks with less than 18 months experience.

The company urged that the step rates associated with the words "currently in effect" meant those that had been in effect for a considerable time. If the Winnipeg step rates were used in place of the step rates already in effect, many of the newly certified employees would be entitled to wage increases as soon as the memorandum of understanding was signed. And this would be entirely contradictory to the parties' agreement to freeze wages as spelled out in the wage rate provision by the words ". . . said employees will be paid at their wage rates in effect on the date of signing."

The arbitrator said that, in interpreting a contract, the language used, and not the understanding of the parties before the contract was written, must govern.

He pointed out that the first part of the provision, "until this memorandum is superseded by a collective agreement," clearly indicated that, until the memorandum was superseded, the employees were not to receive an increase. The words ". . . and subject also to the application of step rates currently in effect", he said, were, "part and parcel of the intent to freeze those involved at their then existing levels of compensation." The application was disallowed for these reasons.

CASE No. 112

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over two conductors' claims for deadheading.

Bulletins were posted advertising two foremen positions at Hawk Junction, Ont., and when no applications were received, two conductors working out of Steelton Terminal were assigned to the jobs. They eventually submitted time claims for payment for deadheading Steelton to Hawk Junction to fill the assignment.

When the company declined payment, the brotherhood contended that they had violated an article of the collective agreement, stating in part: "Trainmen, when deadheading to exercise seniority rights, or returning, after having done so, as a result of the application of the article on mileage regulations, will not be entitled to compensation therefor. Deadheading in connection with relief work which men have bid in or claimed on seniority basis shall not be paid for, but when not so bid in or claimed, and the men are ordered by the railway to deadhead, any such deadheading shall be paid for."

The brotherhood pointed out that, as the two claimants had not applied for the jobs, they should have been entitled to payment for deadheading.

The company contended that the first sentence of the rule clearly states that there would be no compensation for deadheading when exercising seniority rights.

The second sentence of the rule links deadheading to relief work. As the claimants were deadheading to fill permanent yard assignments, the company contended that only the first sentence was applicable.

The company quoted another article of the agreement, which reads: "Should no applications be received for an assignment as yard foreman, the junior yard foreman working as yard helper at the terminal will be assigned. If there is no promoted yard foreman working as a yard helper at such terminal, the junior qualified available conductor working as a brakeman on the system will be assigned until the junior conductor is available."

Under this provision, they said, both men were obligated to protect the permanent assignment. They urged that travelling in such circumstances could be construed only as an assignment to a position through exercise of seniority.

The arbitrator agreed completely with the company, and the claim was disallowed.

CASE No. 113

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over a conductor's and crew's claim for a minimum day and final terminal time.

A conductor and crew assisted at a derailment at Limer, Ont., and made two trips to Hawk Junction, Ont., with cars from the derailed train. After the second trip at 2.45 p.m., they performed switching to expedite restoration of rail service and were off duty at 4:40 p.m. They submitted a claim for a minimum day and for final terminal time at the junction. The company declined payment of the final terminal time, and the brotherhood alleged that they had violated the collective agreement.

The brotherhood claimed that the crew handled revenue freight cars, Limer to Hawk Junction, and did yard switching at the junction on completion of their second trip to Limer. They said that the crew should not be considered as working on a work train just because they had a work order, and that all road switcher crews working out of Hawk Junction run on work orders and are not work trains.

The article providing for payment of final terminal time states: "This rule does not apply to road switcher runs operating on a turnaround basis within a radius of 30 miles, or to work or construction service on which final terminal time will be included in time for computing overtime..."

The company read a letter received from the brotherhood, stating in part: "If this crew did not perform work train service, then they are entitled to final terminal time." They pointed out that the conductor had booked his crew for this tour of duty, outward and inward, as "Work Extra 157."

They presented copies of the conductor's detention report and trip ticket, both of which had designated the train as a "work extra." The conductor's detention report showed that he was "engaged in wrecking service at Limer on two occasions of this tour of duty." He also classified his service as "non-revenue service."

It was considered important also to the company's position that the engineman had claimed, and was paid, 100 miles at through freight rates for five hours and 10 minutes in "Work Train Service."

The arbitrator said that, in the light of these facts, he was satisfied that the crew engaged in service on a work train, and that the rule as quoted applied. For this reason the claim was disallowed.

Publications Received in the Department of Labour Library

List No. 234

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Alberta Industry and Resources, 1968.* Edmonton, Queen's Printer, 1968. Pp. 167.

2. CANADA. DEPARTMENT OF LABOUR. *Sixty-seventh Annual Report for the Fiscal Year ended March 31, 1967.* Ottawa, Queen's Printer, 1968. Pp. 41.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Labour Standards in Canada.* December 1967. Ottawa, Queen's Printer, 1968. Pp. 81.

4. GREAT BRITAIN. TREASURY. *Economic Report on 1967.* London, HMSO, 1968. Pp. 44.

5. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *1967 Report; 50 years of Workmen's Compensation, 1917-1967.* Halifax, Queen's Printer, 1968. Pp. 45.

6. QUEBEC (PROVINCE). MINISTÈRE DE L'INDUSTRIE ET DU COMMERCE. *Rapport annuel, 1966/1967.* Québec, 1968. Pp. 44.

QUEBEC (PROVINCE). DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report, 1966/67.* Quebec, 1968. Pp. 44.

English and French text, the latter inverted and with special title page.

7. U.S. IMMIGRATION AND NATURALIZATION SERVICE. *Annual Report [for the Year ended June 30] 1966.* Washington, GPO, 1967. Pp. 127.

Automation

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technological Changes in the Railway Industry: Employment Effects and Adjustment Process, CPR Angus Workshops, Montreal.* Ottawa, Queen's Printer, 1967. Pp. 161.

The second of three reports on the subject of technological change in the railway industry in Canada; the first was "*Technological changes in the railway industry: Maritime area of C.N.R.*", issued as Report no. 12 in the Skilled manpower training research program series.

This report was written by C. Glyn Williams under the direction of Phillip Cohen.

This report consists of two parts. Part 1 deals with the employment and occupational effects of technological change in the Angus Shops (Montreal) of the Canadian Pacific Railway Company, whereas Part 2 deals with the employment adjustment process in relation to technological change.

9. MANSFIELD, EDWIN. *The Economics of Technological Change.* New York, Norton, 1968. Pp. 257.

Contents: Technological change and productivity growth. Industrial research and development. Innovation and the diffusion of new techniques. Automation, labour displacement, and adjustment problems. Government expenditures on research and development. Public policy and technological change.

10. MANSFIELD, EDWIN. *Industrial Research and Technological Innovation; an Econometric Analysis.* New York, Published for the Cowles Foundation for Research in Economics at Yale University [by] Norton, 1968. Pp. 235.

Partial contents: Industrial research and development expenditures: determinants and relation to size of firm and inventive output. Allocation, characteristics, and outcome of the firm's research and development portfolio: a case study. Returns from industrial research and development and determinants of the rate of technological change. Size of firm, market structure, and innovation. Innovation: its timing and effects on invesment and firm. The rate of limitation. The speed of response of individual firms. Intrafirm rates of diffusion.

11. TAUSSIG, JOHN N. *EDP Applications for the Manufacturing Function.* New York, American Management Association, 1966. Pp. 55.

This study, based on replies to a questionnaire circulated by American Management Association, describes how electronic

data processing is used in industry to solve production problems. Some company case studies are included.

Business

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Combating Knowledge Obsolescence. I. Company Fellowship Plans*, by J. Roger O'Meara. New York, 1968. Pp. 122.

In this study, the term "company fellowship plan" is used for "a formal arrangement under which a particular company provides one or more qualified graduate students with non-repayable monetary allowances to help them attend universities, on a full-time basis, in pursuit of a master's or a doctoral degree." This report presents a detailed analysis of 75 fellowship plans sponsored by 60 companies (10 of them, Canadian).

13. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 9*. Edited by Jean B. MacArthur. Washington, GPO, 1967. Pp. 89.

Contents: Retirement plans for self-employed businessmen. Keeping score with effective records. Are your salespeople missing opportunities? Checklist for successful retail advertising. Steps in making a business decision. What happens When You Hire People? Remodeling for Better Retailing. Making Selling Attractive to Salespeople. Pointers for developing your Top Assistant. Using Security to get a Bank Loan. Revitalize Personal Selling in Your Store.

Commissions of Inquiry

14. CANADA. ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM. *Report. General introduction; Book I: the Official Languages*. Ottawa, Queen's Printer, 1967. Pp. lii, 212.

André Laurendeau and A. Davidson Dunton, joint chairmen.

Book I of the report is devoted to the status of Canada's official languages, English and French. The report is divided into two parts. In Part I the Commission examines the two main linguistic groups and the legal status of English and French in Canada. Part 2 contains recommendations for measures that will ensure an equal status to the two languages.

CANADA. COMMISSION ROYALE D'ENQUETE SUR LE BILINGUISME ET LE BICULTURALISME. *Rapport. Introduction générale. Livre I: Les langues officielles*. Ottawa, imprimeur de la Reine, 1967. Pp. xliii, 229.

André Laurendeau et A. Davidson Dunton, présidents conjoints de la Commission.

15. ONTARIO. ROYAL COMMISSION INQUIRY INTO CIVIL RIGHTS. *Report No. 1*. Toronto, Queen's Printer, 1968. 3v.

Hon. Mr. James McRuer, sole commissioner.

Report no. 1 consists of three parts: 1. The exercise and control of statutory powers in the administrative process; 2. Administration of civil and criminal justice in the Province; 3. Safeguards against unjustified exercise of certain special powers.

Conferences

16. INTERNATIONAL CONFERENCE ON INDUSTRIAL RELATIONS. 2d, TOKYO, 1967. *Labor Relations in the Asian Countries; Proceedings*. Tokyo, Japan Institute of Labour, 1967. Pp. 331.

Conference sponsored by Japan Institute of Labour and held March 1-4, 1967 in Tokyo.

Contains papers presented at the conference as well as comments on the papers. There are three papers dealing with labour relations in general and twelve papers dealing with industrial relations in Malaysia, Thailand, Japan, Taiwan, Korea, India, Ceylon, the Philippines, Indonesia, and a paper on the role of the Government in industrial relations in Australia.

17. INTERSTATE CONFERENCE ON LABOR STATISTICS. 24th, CHICAGO, 1966. *Proceedings, June 14-17, 1966*. Washington, GPO, 1967. Pp. 220.

Co-sponsored by the Illinois Dept. of Labor and the U.S. Bureau of Labor Statistics.

The Conference discussed such topics as statistical needs in compiling data for inner-city projects, government use of occupational wage data (the consideration of pay of government workers at the federal level in the U.S. and Canada and at the State and municipal level in the U.S.), prices and family budgets, statistics for government safety programs, employment forecasting, and the improvement of the education and training of workers.

18. INTERNATIONAL TRADE UNION SEMINAR ON LOW INCOME GROUPS AND METHODS OF DEALING WITH THEIR PROBLEMS. *Low Income Groups and Methods of dealing with Their Problems; Papers for a Trade Union Seminar. Supplement to the Report*. Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 286.

At head of title: International seminars, 1965-3.

The final report of this seminar will not be published until the end of 1968 or beginning of 1969.

Contains country reports on low income groups in Norway, Great Britain, France, United States, Canada, Japan, and Italy. There are four papers on selected groups: old people, deprived families, low wage earners, and inherited poverty.

19. NATIONAL ACADEMY OF ARBRITRATORS. *The Arbitrator, the NLRB, and the Courts; Proceedings of the Twentieth Annual Meeting, San Francisco, California, February 28-March 3, 1967*. Edited by Dallas L. Jones. Washington, Bureau of National Affairs, inc. [c1967]. Pp. 423.

The question under consideration at the 20th annual meeting of the National Academy of Arbitrators was this: "To what extent, if at all, should an arbitrator selected to resolve a dispute arising out of a collective bargaining agreement concern himself with federal and state laws and NLRB [National Labor Relations Board] and court decisions pertaining to the subject matter of the dispute before him?"

Employees' Benefit Plans

20. AMERICAN MANAGEMENT ASSOCIATION. *International Insurance and Employee Benefit and Pension Management*. New York, 1966, Pp. 47.

Contents: The approaches to insuring international operations. The role of the U.S. broker in Europe. Trends in safety engineering. Employee benefit planning in an international business. Worldwide pension planning. Impact of U.S. taxation on international employee benefits and pensions. Maintaining the purchasing value of pensions.

21. AMERICAN MANAGEMENT ASSOCIATION. *Risk Management and Employee Benefit Planning*. New York, 1966. Pp. 29.

Contents: Risk managers, risk management, and the corporate organization. Exposures not usually insured. Establishing corporate employee benefit plan objectives. The role of the pension and employee benefits manager in estate planning. Automatic personnel, group insurance, and pension records.

Industrial Relations

22. KELLY, WILLIAM PATRICK. *The Canadian Industrial Relations and Disputes Investigation Act; an Address to Labour Relations Course, St. Mary's University, Halifax, N.S.,*

Monday, January 22, 1968. [Ottawa, Canada Dept. of Labour, 1968]. Pp. 19.

"List of Industrial Inquiry Commissions since the inception of the Industrial Relations and Disputes Investigation Act" [1949 to 1966], p. 16-19.

Mr. Kelly is Director of the Conciliation and Arbitration Branch, Canada Department of Labour.

23. KELLY, WILLIAM PATRICK. *Collective Bargaining in the Private Sector; an Address delivered to the Department of National Defence Industrial Relations Course Sept. 20, 1967.* [Ottawa, Canada Dept. of Labour, 1967] Pp. 26.

International Labour Organization

24. INTERNATIONAL LABOUR OFFICE. *Methods of Collective Bargaining and Settlement of Disputes in Rail Transport.* Second item on the agenda. Geneva, 1966. Pp. 113.

At head of title: Report 2. International Labour Organization. Inland Transport Committee. 8th session, Geneva, 1966.

Title in French: Les méthodes de négociation collective et de règlement des conflits dans les transports ferroviaires.

BUREAU INTERNATIONAL DU TRAVAIL. *Les méthodes de négociation collective et de règlement des conflits dans les transports ferroviaires.* Deuxième question à l'ordre du jour, Genève, 1966. Pp. 139.

Au dessus du titre: Rapport 2. Organisation internationale du Travail. Commission des Transports Internes. 8e session, Genève, 1966.

25. INTERNATIONAL LABOUR OFFICE. *Pay Structure in Rail Transport.* Third item on the agenda. Geneva, 1966. Pp. 102.

At head of title: Report 3. International Labour Organization. Inland Transport Committee. 8th session, Geneva, 1966.

26. *Methods of Collective Bargaining and Settlement of Disputes in Rail Transport; Report submitted to and Proceedings of the Eighth Session of the Inland Transport Committee, Geneva, 21 November-2 December, 1966.* Geneva, International Labour Office, 1967. Pp. 142.

27. *Practical Measures to promote Good Labour-Management Relations on Plantations; Report submitted to and Proceedings of the Fifth Session of the Committee on Work on Plantations, Geneva, 2-13 May, 1966.* Geneva, International Labour Office, 1967. Pp. 189.

28. *The Role of Employers' and Workers' Organization in programming and planning in the Metal Trades; Report submitted to and Proceedings of the Eighth Session of the Metal Trades Committee, Geneva, 6-17 December, 1965.* Geneva International Labour Office, 1967. Pp. 127.

Labour Organization

29. BARKIN, SOLOMON, ed. *The Role of Trade Unionism in Independent Developing Countries; Papers and Material for a Trade Union Seminar assembled by Solomon Barkin.* Paris OECD, Manpower and Social Affairs Directorate [1967]. Pp. 162.

At head of title: International seminars, 1964-5.

These papers were prepared for a Seminar to be held in 1964 but which was postponed.

". . . Outlines some of the activities of trade unions in developing countries apart from the traditional activity of collective bargaining." Trade Union activities in the field of basic education, training in industrial relations, vocational training, welfare, and co-operatives, are discussed.

30. BROTHERHOOD OF RAILROAD TRAINMEN. *Strength in Brotherhood; the Story of the Brotherhood of Railroad Trainmen.* Ottawa, 1967. Pp. 42.

A brief history of the activities of the Brotherhood of Railroad Trainmen in both Canada and the U.S.

31. SCHLOSSBERG, STEPHEN I. *Organizing and the Law.* Washington, Bureau of National Affairs, 1967. Pp. xiii, 254.

The author, General Counsel of the United Automobile Workers of America, explains American trade union law affecting union organization. He briefly reviews the applicable laws, lays down some ground rules for organizers, and discusses unfair labour practices by the employer and by the union, recognition of the union without an election, National Labor Relations Board case procedure, bargaining units, and finally, the conduct of elections.

32. UNITED STEELWORKERS OF AMERICA. [*Proceedings of Canadian*] *National Policy Conference, May 2 and 3, 1968, Toronto, Ontario.* [Toronto, 1968]. lv.

Labour Supply

33. CONFERENCE ON HUMAN RESOURCES DEVELOPMENT, IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY, 1966. *Human Resources Development;* [*Report*]. Edward B. Jakubauskas [and] C. Phillip Baumel, eds. Ames, Iowa State University Press [c1967]. Pp. 163

This Conference was held on October 13 and 14, 1966, in Ames, Iowa, and was sponsored jointly by the Industrial Relations Centre and the Co-operative Extension Service of Iowa State University, and the Iowa State Manpower Development Council.

The book deals with concepts and problems of human resources development, trends in employment practices, discrimination in employment, vocational training, and public policy in the manpower field.

34. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Growth of Office Employment.* London, HMSO, 1968. Pp. 88.

". . . An analysis of the growth of office employment in Great Britain from 1921 to 1961. Part I compares changes in the numbers of office workers and all workers in each industry or group of industries. Part II deals with particular trends and features of office growth, and shows the effect of each on all industries. Statistical detail is provided in appendices."

35. INTERNATIONAL LABOUR OFFICE. *Human Resources for Industrial Development, Some Aspects of Policy and Planning.* Geneva, 1967. Pp. 237.

Title in French: Ressources humaines pour le développement industriel . . . .

Contents: Skill requirements for industrialization. Education and training programmes. The effective utilisation of manpower for industrialization. Training for small manufacturing enterprises in developing countries. Social participation in industrial development. Employment aspects of industrialization. Progressive industrial technology for devellping countries. Wages and industrial development.

BUREAU INTERNATIONAL DU TRAVAIL. *Ressources humaines pour le développement industriel; quelques aspects de la politique générale et de la planification.* Genève, 1967. Pp. 276.

36. INTERNATIONAL LABOUR OFFICE. *Manpower Adjustment Programmes: 2. Sweden, U.S.S.R., United States.* Geneva, 1967. Pp. 190.

Title in French: L'adaptation de la main d'oeuvre au progrès technique.

For each of the countries studied in this report there is an examination of national policies designed to prevent unemployment, ways in which industries and firms try to prevent job loss, unemployment assistance programs, vocational education, the content of collective agreement clauses dealing with

technological change, and current trends in research on labour problems caused by technological change.

BUREAU INTERNATIONAL DU TRAVAIL. *L'adaptation de la main-d'oeuvre au progrès technique: II. Suède, U.R.S.S., Etats-Unis.* Genève, 1967. Pp. 217.

Travail et automation Cahier no. 6.

37. KRUGER, ARTHUR MARTIN, ed. *The Canadian Labour Market; Readings in Manpower Economics*, edited by A. M. Kruger [and] N. M. Meltz. [Toronto] Centre for Industrial Relations, University of Toronto, 1968. Pp. xix, 312.

Financial assistance was given by the Labour Department-University Research Committee, the Ontario Economic Council, and the Ontario Department of Labour.

Contents: Micro-economic theory labour allocation and manpower policy [by] Arthur Kruger. The analysis of the labour market in classical economics [by] Samuel Hollander. Technological progress and labour displacement [by] Yehuda Kotowitz. Structural unemployment [by] John W. L. Winder. Labour market information and analysis in Canada [by] Noah M. Meltz. Labour markets and educational planning [by] Ian Drummond. Measuring the output of educational institutions [by] David Stager.

38. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower and Social Policy in the Netherlands.* Paris, 1967. Pp. 301.

39. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policies and Problems in Austria.* Paris, 1967. Pp. 145.

Describes manpower and economic conditions in Austria, including chapters on the Employment Service, policies for increasing employment, and vocational training.

Labouring Classes

40. BARKIN, SOLOMON, ed. *International Labor*, edited by Solomon Barkin, William Dymond [and others]. New York, Harper & Row [c1967]. Pp. 278.

Partial contents: The study of foreign labor and industrial relations. The role of trade unions in national political economies (develpped countries of Europe). Trade unionism and the development process in the new nations: a comparative view. International trade union organizations: structure, functions, limitations. Industrial relations of American corporations abroad. Manpower adjustments to technological change: an international analysis. National manpower administration and policies. National wage and incomes policies and trade unions: issues and experiences.

41. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Fair Employment Laws in Canada.* Ottawa, Queen's Printer, 1968. 1 folder.

Title in French: Lois sur les justes méthodes d'emploi au Canada.

42. HOROWITZ, GAD. *Canadian Labour in Politics.* Toronto, University of Toronto Press, 1968. Pp. 273.

This study is concerned with the relationship between the labour movement in Canada and the Co-operative Commonwealth Federation, and later the New Democratic Party.

43. U.S. BUREAU OF LABOR STANDARDS. *Age Discrimination prohibited in Private Employment; Major Provisions in State Laws.* Washington, GPO, 1968. Pp. 21.

44. U.S. BUREAU OF LABOR STANDARDS. *Construction Safety Pile Driving and Cofferdams.* Washington, GPO, 1967. Pp. 60.

45. WOOTTON, GRAHAM. *Workers, Unions and the State.* London, Routledge and K. Paul, 1966. Pp. xiii, 173.

The author, a sociologist specializing in the sociology of politics and a teacher at Oxford University, discusses the obligations of workers in their trade unions to the State and to the community. With particular reference to the situation in Great Britain, he comments on such matters as inflation, balance-of-payment crises, the low rate of economic growth, etc.

Organization for Economic Co-operation and Development

The following three reports were published by the OECD in Paris in 1966.

46. *Report by the British Joint Team which visited the United States from 15th-25th May, 1966, to study Productivity Bargaining.* Pp. 25.

Programme for employers and unions. National missions, 1966. Report no. 1.

47. *Report by the German Joint Team which visited the United Kingdom from 19th-23rd September, to study Personnel Planning in Firms.* Pp. 24.

Programme for employers and unions. National missions, 1966. Report no. 3.

48. *Report by the Norwegian Joint Team which visited the Federal Republic of Germany and Switzerland from 3rd-7th October, 1966, to study the Employment of Foreign Manpower.* Pp. 19.

Programme for employers and unions. National missions, 1966. Report no. 2.

Wages and Hours

49. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIRECTORATE. *Earnings of Dentists in Canada, 1959-1965.* Ottawa, 1968. Pp. 42.

50. McBEATH, MAURICE GORDON. *Salary Administration* [by] G. McBeath [and] D. N. Rands. London, Business Publications, 1964. Pp. xiii, 270.

Contents: Salary administration. Job analysis. Job evaluation. Job structure. Salary structure. Salary and benefit surveys. Employee appraisal. Salary planning. Policies and procedures. Supplementary remuneration. Fringe benefits. Staffing of the salary administration function.

51. U.S. BUREAU OF LABOR STATISTICS. *Compensation Expenditures and Payroll Hours; Air Transportation, 1964.* Washington, GPO, 1967. Pp. 33.

52. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1967; Accountants and Auditors, Attorneys, Personnel Management, Buyers, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1968. Pp. 83.

Miscellaneous

53. CANADIAN NURSES' ASSOCIATION. *Countdown: Canadian Nursing Statistics, 1967.* Ottawa, 1968. Pp. 106.

54. COMMISSION DES COMMUNAUTES EUROPEENNES. *Premier rapport général sur l'activité des Communautés en 1967.* Bruxelles, 1968. Pp. 527.

Au dessus du titre du premier rapport: Communauté européenne du charbon et de l'acier. Communauté économique européenne. Communauté européenne de l'énergie atomique. Commission.

"Ce [premier] rapport couvre les mois de février à décembre 1967 pour la C.E.C.A., de mars à décembre 1967 pour Euratom et d'avril à décembre 1967 pour la C.E.E."

55. EVANS, JACK NAUNTON. *Great Figures in the Labour Movement*. [1st ed.] Oxford, Pergamon Press, 1966. Pp. viii, 176.

Contents: Robert Owen, 1771-1858. William Morris, 1834-1896. Keir Hardie, 1856-1915. Tom Mann, 1856-1941. Beatrice and Sydney Webb, 1858-1943 and 1859-1947. George Lansbury, 1859-1940. Ramsay MacDonald, 1866-1937. Clement Attlee, 1883-[1967]. Herbert Morrison, 1888-1965. Aneurin Bevan, 1897-1960.

56. FLEISHER, FREDERIC. *The New Sweden, the Challenge of a Disciplined Democracy*. New York, David McKay Co., 1967. Pp. 365.

The author, an American journalist, has lived in Sweden for fifteen years. He writes about social conditions, labour conditions, the government, the place of women in Swedish society, the arts, the Swedish film industry, and other aspects of Swedish life.

57. GALBRAITH, JOHN KENNETH. *The New Industrial State*. Boston, Houghton Mifflin, 1967. Pp. xv, 427.

An examination of the American economy with particular reference to the part played by the large corporations.

58. HILL, ARNOLD VICTOR. *Tides of Change: a Story of Fishermen's Co-operatives in British Columbia*. [Prince Rupert, B.C.? Prince Rupert Fishermen's Co-operative Association, c1967]. Pp. 279.

59. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Counselling for Special Groups: a Pilot Study* by Professor Lady Gertrude Williams. Paris, 1967. Pp. 118.

This study examines ways of improving counselling techniques in Employment Services to help those workers with a poor work record, i.e., those who are unemployed for long periods or who have difficulty holding a job for any length of time even when there is high employment in the area where they live. The five countries included in the study are Germany, the Netherlands, Sweden, Great Britain, and the United States.

60. ROSENBLUTH, GIDEON. *The Canadian Economy and Disarmament*. Toronto, Macmillan, 1967. Pp. 189.

"This study was commissioned and financed by the Canadian Peace Research Institute . . ."

A study of the economic consequences of disarmament in Canada. The author concludes that disarmament could result in the freeing of labour and resources "for uses that will benefit the welfare, health, and education of the community, raise the rate of technical progress, and enable us to contribute more to the development of less fortunate areas."

61. STESSIN, LAWRENCE. *The Disloyal Employee*, by Lawrence Stessin and Ira Wit. New York, Man & Manager 1967. Pp. 136.

"An analysis of court cases and rulings on emp]oyer rights, responsibilities—and restrictions—in dealing with employees whose activities might harm the firm." Some types of disloyal employees discussed in this book are the moonlighter, the white collar thief, the embezzler, the trade secret stealer, the future competitor, the customer-list stealer, the self-serving executive, the secret competitor, and the bribe taker.

The Canadian Delegation

Continued from page 530

of Labour, Ottawa, and Assistant Secretary (Stenographer), Mrs. L. Saumur, Economics & Research Branch, Canada Department of Labour, Ottawa. Provincial Representatives Accompanying the Delegation as Observers: Manitoba—N. D. Cochrane, Deputy Minister of Labour, Winnipeg; Ontario—Hon. Dalton Bales, Q.C., Minister of Labour, Toronto; H. Munro, Executive Assistant to the Minister of Labour of Ontario, Toronto; Quebec—Rénald Fréchette, M.L.A., Parliament Buildings, Quebec; Gérald Harvey, M.L.A., Parliament Buildings, Quebec; and Donat Quimper, Q.C., Deputy Minister of Labour, Quebec.

Employer Delegation

Employer Delegate: F. K. Richan, Vice-President, Industrial Relations, Philips Electronics Industries Ltd., Toronto, (nominated by the Canadian Manufacturers' Association); Employer Advisers: R. M. Drennan, Secretary and Manager, Employee Relations, Cyanamid of Canada Limited, Montreal, (nominated by the Canadian Employers' Committee on the ILO); G. H. Durocher, Labour Relations Director, Canadian Construction Association, (nominated by the Canadian Employers' Committee on the ILO); and R. E. Wilkes, General Secretary, The Railway Association of Canada, Montreal, (nominated by the Canadian Employers' Committee on the ILO).

Worker Delegation

Worker Delegate: Joseph Morris, Executive Vice-President, Canadian Labour Congress, Ottawa, (nominated by the Canadian Labour Congress); Substitute Worker Delegate and Adviser: A. L. Hepworth, Director, International Affairs Department, Canadian Labour Congress, Ottawa, (nominated by the Canadian Labour Congress); Worker Advisers: R. Cormier, Directeur Professionnel de la Fédération des Pâtes et Papiers, Quebec, (nominated by the Confederation of National Trade Unions); and W. Stefanovitch, Executive Board Member, United Brotherhood of Carpenters and Joiners of America, Windsor, (nominated by the Canadian Labour Congress).

Part II of the 52nd ILO conference report will appear in the October issue.

Insurance Registrations And Other UIC Statistics

On April 30, insurance books or contribution cards had been issued to 638,919 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,832, an increase of 87 since March 31, 1968.

During April there were 12,190 investigations conducted by enforcement officers across Canada. Of these, 9,278 were spot checks of claims to verify the fulfilment of statutory conditions, and 804 were miscellaneous investigations. The remaining 2,108 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 245 cases, six against employers and 239 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 516.*

Revenue received by the Unemployment Insurance Fund in April totalled $32,553,586.35 compared with $33,877,-102.07 in March and $31,944,984.24 in April 1967.

Benefits paid in April totalled $53,348,-373.64 compared with $63,704,797.04 in March and $47,262,830.11 in April 1967.

The balance in the Fund on April 30 was $279,944,842.56 compared with $298,-712,572.20 on March 31 and $242,935,-165.93 on April 30, 1967.

*These do not necessarily relate to the investigations conducted during this period.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	June 22	8,158	+ 3.6	+ 3.8
Employed	June 22	7,763	+ 3.4	+ 2.6
Agriculture	June 22	591	+ 1.2	− 2.5
Non-agriculture	June 22	7,172	+ 3.6	+ 3.0
Paid workers	June 22	6,692	+ 4.6	+ 4.0
At work 35 hours or more	June 22	6,397	+ 3.3	+ 2.6
At work less than 35 hours	June 22	1,050	− 3.8	+ 2.0
Employed but not at work	June 22	316	+42.3	+ 4.6
Unemployed	June 22	395	+ 7.9	+35.3
Atlantic	June 22	37	−15.9	+23.3
Quebec	June 22	143	+ 6.7	+38.8
Ontario	June 22	129	+24.0	+26.5
Prairie	June 22	36	0.0	+71.4
Pacific	June 22	50	+ 4.2	+38.9
Without work and seeking work	June 22	381	+ 9.8	+36.6
On temporary layoff up to 30 days	June 22	14	−26.3	+ 7.7
INDUSTRIAL EMPLOYMENT (1961 = 100)	March	117.9	+ 0.7	− 0.6
Manufacturing employment (1961 = 100)	March	119.3	+ 1.3	− 2.2
IMMIGRATION	1st Qtr. 1968	35,601	—	−19.1
Destined to the labour force	1st Qtr. 1968	18,864	—	−22.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	152	+31.0	+49.0
No. of workers involved	June	46,215	+49.1	−14.5
Duration in man days	June	548,560	+33.6	−23.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	March	$107.50	+ 0.3	+ 6.5
Average hourly earnings (mfg.)	March	$ 2.51	+ 0.8	+ 5.9
Average hours worked per week (mfg.)	March	40.1	− 0.8	0.0
Average weekly wages (mfg.)	March	$100.62	+ 0.1	+ 5.9
Consumer price index (1949 = 100)	June	154.7	+ 0.3	+ 4.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)	March	113.3	+ 0.1	+ 1.5
Total labour income (thousands of dollars)	March	2,754	+ 1.0	+ 6.7
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	April	293.7	+ 1.9	+ 3.5
Manufacturing	April	258.8	+ 3.4	+ 2.3
Durables	April	266.3	+ 7.7	+ 1.1
Non-durables	April	252.4	− 0.2	+ 3.3
NEW RESIDENTIAL CONSTRUCTION†				
Starts	May	16,790	+41.3	+ 4.3
Completions	May	12,851	+11.9	+11.4
Under construction	May	82,297	+ 4.2	+28.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, (DBS Cat. No. 71-001), a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended June 22, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,158	665	2,294	3,044	1,338	817
Men	5,637	473	1,600	2,069	935	560
Women	2,521	192	694	975	403	257
14-19 years	980	80	269	363	167	101
20-24 years	1,233	126	397	411	193	106
25-44 years	3,365	243	970	1,279	527	346
45-64 years	2,361	199	602	905	411	244
65 years and over	219	17	56	86	40	20
EMPLOYED	7,763	628	2,151	2,915	1,302	767
Men	5,349	443	1,485	1,985	910	526
Women	2,414	185	666	930	392	241
Agriculture	591	26	135	149	246	35
Non-agriculture	7,172	602	2,016	2,766	1,056	732
Paid workers	6,692	547	1,867	2,606	1,000	672
Men	4,485	377	1,266	1,742	649	451
Women	2,207	170	601	864	351	221
UNEMPLOYED	395	37	143	129	36	50
Men	288	30	115	84	25	34
Women	107	*	28	45	11	16
PERSONS NOT IN LABOUR FORCE	6,091	668	1,807	2,032	982	602
Men	1,425	187	423	435	236	144
Women	4,666	481	1,384	1,597	746	458

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended June 22, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,249	2,363	4,020	1,144	4,143	1,079	1,500
LABOUR FORCE	8,158	980	3,876	1,005	1,315	763	219
Employed	7,763	827	3,771	927	1,290	736	212
Unemployed	395	153	105	78	25	27	**
NOT IN LABOUR FORCE	6,091	1,383	144	139	2,828	316	1,281
PARTICIPATION RATE†							
1968—June 22	57.3	41.5	96.4	87.8	31.7	70.7	14.6
May 18	55.4	32.9	95.8	85.2	31.7	70.5	14.9
UNEMPLOYMENT RATE‡							
1968—June 22	4.8	15.6	2.7	7.8	1.9	3.5	**
May 18	4.6	10.2	3.4	9.5	2.1	3.8	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended June 22, 1968

	June 1968	May 1968	June 1967
	(in thousands)		
TOTAL UNEMPLOYED	395	366	292
On temporary layoff up to 30 days	14	19	13
Without work and seeking work	381	347	279
Seeking			
Full-time work	339	327	256
Part-time work	42	20	23
Under 1 month	170	100	131
1-3 months	109	108	77
4-6 months	46	77	34
More than 6 months	56	62	37

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in October.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1968, employers in the principal non-agricultural industries reported a total employment of 3,471,852. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February*	117.1	137.0	107.17	117.8	136.5	111.31
March†	117.9	137.4	107.50	119.3	136.6	111.42

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	March 1968	*Feb. 1968*	*March 1967*	*March 1968*	*Feb. 1968*	*March 1967*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	108.8	107.8	107.9	90.90	90.34	85.90
Newfoundland	107.1	108.9	108.8	98.77	97.43	91.03
Prince Edward Island	106.6	104.9	101.7	76.51	76.86	73.83
Nova Scotia	110.4	107.7	108.3	87.48	86.93	83.57
New Brunswick	108.2	107.4	107.4	91.40	91.04	86.48
Quebec	112.6	112.7	115.2	105.79	105.17	98.83
Ontario	122.1	120.7	122.4	110.08	110.06	103.89
Prairie Region	117.4	116.7	115.4	102.34	102.02	94.83
Manitoba	111.0	110.5	109.9	98.05	97.15	89.27
Saskatchewan	114.8	113.5	111.6	100.13	99.85	92.46
Alberta	123.9	123.3	121.8	106.45	106.54	100.02
British Columbia	123.6	122.2	125.7	118.58	118.05	112.12
CANADA	117.9	117.1	118.6	107.50	107.17	100.98
URBAN AREAS						
St. John's	128.8	128.3	127.6	85.82	84.31	78.85
Halifax	115.6	115.6	114.0	90.05	89.44	83.83
Sydney	96.9	89.9	97.0	96.23	96.47	96.77
Moncton	112.1	112.0	107.6	85.87	84.76	79.47
Saint John	114.2	111.8	112.1	89.68	88.55	83.95
Chicoutimi	100.4	99.6	108.1	122.09	122.07	117.20
Montreal	118.4	117.6	120.8	107.71	106.81	100.32
Quebec	109.9	110.2	113.5	91.65	90.48	85.07
Shawinigan	93.5	96.8	101.7	109.52	106.16	103.05
Sherbrooke	115.7	115.8	118.7	91.83	90.54	84.28
Trois-Rivières	108.0	105.5	112.4	97.61	97.21	92.09
Ottawa-Hull	123.1	122.7	118.4	101.43	100.06	93.58
Belleville	114.1	114.8	114.5	94.30	93.55	88.34
Brampton	256.8	258.6	248.9	110.05	109.34	104.10
Brantford	124.7	124.6	136.1	101.21	101.43	99.19
Fort William-Port Arthur	112.9	113.3	123.1	103.06	101.56	100.49
Guelph	132.6	131.6	133.1	100.28	99.95	92.89
Hamilton	117.8	117.2	119.7	113.67	113.55	108.27
Kingston	119.7	118.8	120.2	104.68	105.11	101.19
Kitchener	140.0	140.4	140.0	99.08	97.70	90.27
London	117.4	117.4	122.6	101.76	100.84	94.91
Niagara Falls	99.9	100.3	107.2	103.91	104.11	100.19
Oshawa	130.3	80.7	137.3	92.78	118.37	115.20
Peterborough	128.9	129.1	133.0	112.90	112.10	105.94
Sarnia	136.6	136.8	131.5	136.64	138.52	132.39
Sault Ste. Marie	114.6	113.7	117.6	123.64	121.80	117.44
Sudbury	112.0	111.0	107.8	130.04	131.51	122.82
St. Catharines	118.3	107.0	134.2	104.33	112.06	110.75
Timmins	76.9	77.6	83.6	100.79	100.35	93.29
Toronto	124.7	123.9	123.6	111.52	110.81	104.70
Welland	108.5	107.7	113.1	125.11	125.51	117.65
Windsor	146.6	144.8	145.0	121.27	119.84	111.68
Winnipeg	113.7	113.1	113.8	91.61	91.04	85.01
Regina	115.4	113.8	111.9	94.72	94.32	90.42
Saskatoon	142.2	139.7	130.5	95.09	95.31	83.54
Calgary	132.8	130.9	130.7	105.40	104.63	97.00
Edmonton	129.8	128.8	125.9	100.09	99.26	93.61
Vancouver	124.9	124.2	124.9	114.20	113.21	107.56
Victoria	121.3	119.0	125.8	102.70	103.02	93.51

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in October.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries**		
	March 1968	*Feb. 1968*	*March 1967*	*March 1968*	*Feb. 1968*	*March 1967*
		(1961 = 100)		$	$	$
MINING, INCLUDING MILLING	109.1	107.7	107.8	138.69	139.20	127.62
Metals	102.7	102.4	103.4	137.57	137.15	127.32
Mineral fuels	104.8	100.0	102.7	141.70	145.21	129.49
Non-metals except fuels	114.5	112.6	108.9	128.57	128.71	117.98
Quarries and sand pits	86.7	82.4	97.5	114.02	111.82	104.69
Services incidental to mining	165.0	165.9	152.1	153.60	154.44	139.19
MANUFACTURING	119.3	117.8	122.0	111.42	111.31	104.73
Durable goods	129.0	125.9	134.7	118.58	119.14	111.76
Non-durable goods	111.5	111.2	111.8	104.74	104.15	97.93
Food and beverages	102.0	101.3	101.7	100.51	99.73	94.31
Foods	101.2	100.3	100.8	97.74	96.96	91.13
Beverages	107.0	107.2	107.3	116.82	115.88	112.92
Tobacco processing and products	111.5	116.9	116.5	107.46	104.90	100.57
Rubber products	122.0	123.9	120.0	114.84	113.08	104.23
Leather products	98.8	100.7	99.7	75.07	75.40	67.83
Textile products	116.1	115.5	118.0	92.03	91.92	85.95
Knitting mills	110.5	110.0	109.9	71.41	71.25	65.64
Clothing	110.3	110.7	114.2	70.71	70.25	63.28
Wood products	102.7	102.6	107.6	102.67	102.13	93.59
Furniture and fixtures	122.9	123.9	126.6	90.95	90.18	84.58
Paper and allied industries	115.1	115.0	116.4	130.61	130.15	123.23
Printing, publishing and allied industries	114.2	113.9	112.1	118.26	116.67	113.38
Primary metal industries	123.4	123.0	124.7	134.93	133.41	128.80
Metal fabricating industries	125.8	125.4	133.6	117.50	116.56	109.41
Machinery, except electrical	144.0	143.6	155.2	126.01	125.57	119.00
Transportation equipment	146.6	129.6	154.1	121.03	128.67	116.70
Electrical products	141.6	142.5	147.3	115.12	114.20	107.15
Non-metallic mineral products	110.4	108.9	116.0	116.77	115.69	111.03
Petroleum and coal products	101.8	100.8	99.3	163.29	163.40	151.03
Chemicals and chemical products	117.9	117.0	118.4	126.70	126.88	120.90
Miscellaneous manufacturing industries	134.6	132.1	130.8	97.89	97.78	91.76
CONSTRUCTION	104.0	102.6	112.9	135.83	135.39	125.85
Building	115.1	113.2	120.4	134.37	132.57	120.27
Engineering	84.8	84.1	98.3	139.24	141.96	139.21
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	105.5	105.4	105.7	120.12	119.61	110.63
Transportation	99.8	99.7	101.2	119.02	118.48	110.19
Storage	108.8	109.5	108.8	103.18	104.25	92.78
Communication	117.7	117.5	117.7	114.85	114.26	106.06
TRADE	124.8	123.8	121.6	85.09	84.69	80.24
Wholesale trade	119.1	119.0	117.7	106.35	105.68	99.41
Retail trade	127.9	126.5	123.9	74.10	73.72	70.06
FINANCE, INSURANCE AND REAL ESTATE	129.5	129.3	123.4	103.94	101.61	99.17
Financial institutions	132.4	132.0	126.2	100.63	98.48	95.50
Insurance and real estate	125.8	125.7	119.6	108.61	106.02	104.38
SERVICE	149.0	148.4	143.7	78.17	78.26	74.20
Recreational services	130.7	131.2	124.1	67.72	68.04	63.18
Business services	167.8	167.3	163.3	122.42	123.69	115.06
Personal services	138.2	137.3	133.4	57.34	57.15	54.81
Miscellaneous services	171.1	171.0	164.7	82.28	81.29	79.04
INDUSTRIAL COMPOSITE	117.9	117.1	118.6	107.50	107.17	100.98

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1968	Feb. 1968	Mar. 1967	Mar. 1968	Feb. 1968	Mar. 1967	Mar. 1968	Feb. 1968	Mar. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.7	42.1	3.02	3.02	2.80	128.20	128.94	117.98
Metals	41.4	41.5	41.5	3.13	3.11	2.92	129.65	129.21	121.03
Mineral fuels	42.6	43.7	42.3	2.55	2.58	2.30	108.66	112.53	97.14
Non-metals, except fuels	42.8	43.4	42.8	2.86	2.85	2.61	122.37	123.61	111.70
Quarries and sand pits	45.9	44.5	44.9	2.38	2.36	2.24	109.27	105.12	100.42
Services incidental to mining	46.3	46.6	43.6	3.28	3.29	3.12	151.55	153.20	136.09
MANUFACTURING	40.1	40.4	40.1	2.51	2.49	2.37	100.62	100.53	95.02
Durable goods	40.2	40.9	40.6	2.70	2.67	2.54	108.53	109.21	103.10
Non-durable goods	40.0	39.9	39.6	2.32	2.31	2.19	92.84	92.26	86.64
Food and beverages	39.8	39.4	40.0	2.27	2.26	2.11	90.27	89.16	84.39
Foods	39.7	39.3	39.9	2.21	2.21	2.04	87.71	86.62	81.48
Beverages	40.7	40.3	40.9	2.69	2.67	2.58	109.21	107.70	105.32
Tobacco processing and products	38.4	38.6	37.9	2.51	2.43	2.39	96.28	93.64	90.40
Rubber products	41.5	41.4	40.8	2.56	2.52	2.38	106.09	104.35	94.87
Leather products	39.9	40.5	38.0	1.72	1.71	1.63	68.60	69.27	61.70
Textile products	40.5	41.1	40.8	1.99	1.96	1.85	80.44	80.52	75.48
Miscellaneous textiles	35.9	39.8	40.0	1.96	1.81	1.67	70.19	72.06	66.88
Knitting mills	40.9	41.2	39.6	1.53	1.53	1.45	62.75	62.87	57.50
Clothing	37.9	37.9	36.2	1.70	1.69	1.57	64.41	64.09	56.92
Wood products	40.7	40.6	40.1	2.40	2.39	2.22	97.76	97.23	89.10
Furniture and fixtures	41.7	41.7	41.4	1.99	1.98	1.87	83.06	82.45	77.47
Paper and allied industries	41.1	40.9	41.3	2.96	2.96	2.79	121.66	121.12	115.29
Pulp and Paper mills	41.3	41.1	41.5	3.22	3.22	3.06	132.80	132.40	126.85
Printing, publishing and allied industries	38.5	38.1	39.1	2.99	2.97	2.86	115.10	113.27	111.68
Primary metal industries	41.1	40.8	41.0	3.07	3.05	2.95	125.95	124.20	121.02
Iron and steel mills	40.4	40.2	41.2	3.18	3.17	3.10	128.43	127.11	127.90
Metal fabricating industries	41.2	41.2	40.9	2.67	2.63	2.49	109.93	108.50	102.06
Machinery, except electrical	41.0	41.3	41.6	2.81	2.81	2.66	115.48	115.87	110.72
Transportation equipment	37.0	41.0	39.4	2.94	2.87	2.73	108.96	117.55	107.44
Aircraft and parts	41.6	41.7	41.3	2.94	2.95	2.67	122.30	123.09	110.47
Motor vehicles	33.9	40.9	38.7	3.01	2.88	2.82	102.11	117.77	109.07
Assembling	30.0	40.5	37.8	3.36	3.22	3.01	100.98	130.71	113.48
Parts and accessories	37.8	41.2	39.6	2.77	2.67	2.72	104.62	110.04	107.41
Shipbuilding and repairing	40.8	39.9	38.9	2.92	2.87	2.61	119.06	114.62	101.56
Electrical products	40.4	40.3	40.3	2.45	2.44	2.30	99.22	98.19	92.72
Communications equipment	40.1	40.0	40.4	2.37	2.35	2.23	94.92	94.09	90.17
Non-metallic mineral products	42.2	41.7	42.4	2.60	2.60	2.46	109.71	108.26	104.22
Petroleum and coal products	42.0	42.9	41.8	3.50	3.49	3.28	146.88	149.68	137.01
Chemical and chemical products	40.7	40.9	40.9	2.69	2.69	2.58	109.65	110.07	105.72
Miscellaneous manufacturing industries	40.5	40.6	40.2	2.06	2.05	1.93	83.55	83.00	77.70
CONSTRUCTION	40.7	40.4	39.2	3.28	3.29	3.11	133.47	132.89	122.05
Building	39.4	38.7	37.5	3.35	3.35	3.11	132.17	129.80	116.61
General contractors	39.7	39.2	37.3	3.26	3.25	3.02	129.45	127.49	112.70
Special trade contractors	39.2	38.3	37.6	3.42	3.44	3.18	134.32	131.58	119.75
Engineering	43.6	44.5	43.2	3.13	3.16	3.12	136.64	140.37	134.95
Highways, bridges and streets	43.7	44.3	43.5	2.56	2.56	2.39	111.74	113.39	103.44
Other engineering	43.5	44.6	43.1	3.53	3.55	3.58	153.63	158.21	154.39
OTHER INDUSTRIES									
Urban transit	41.0	40.8	42.7	3.09	3.11	2.86	126.75	126.91	121.85
Highway and bridge maintenance	41.3	40.6	40.7	2.35	2.36	2.19	97.17	95.59	89.05
Laundries, cleaners and pressers	38.9	38.3	38.7	1.47	1.46	1.39	57.20	55.74	53.73
Hotels, restaurants and taverns	33.5	33.5	34.2	1.47	1.47	1.38	49.15	49.20	47.14

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February*	40.4	2.49	100.53	135.0	113.2
March†	40.1	2.51	100.62	135.2	113.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	March 1968	Feb. 1968	March 1967	March 1968	Feb. 1968	March 1967
				$	$	$
Newfoundland	42.4	40.4	40.6	2.12	2.25	2.15
Nova Scotia	40.5	39.3	40.4	2.03	2.03	2.01
New Brunswick	41.4	40.9	41.4	2.10	2.12	2.01
Quebec	41.2	41.2	40.8	2.28	2.25	2.12
Ontario	39.6	40.4	40.1	2.62	2.59	2.48
Manitoba	39.9	39.4	39.5	2.24	2.21	2.08
Saskatchewan	39.5	39.4	39.0	2.65	2.65	2.40
Alberta	39.9	39.8	39.4	2.57	2.55	2.39
British Columbia	38.2	38.0	38.0	3.18	3.15	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical services are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

Tables E-1 to E-4

These tables were not received in time for inclusion in this issue. They will reappear in October.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of June 1968

	All Items									
	June 1968	*May 1968*	*June 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(*1949 = 100*)				
St. John's, Nfld.*	135.5	135.0	129.2	129.7	124.4	135.3	132.9	194.2	160.2	139.2
Halifax	146.7	145.7	140.7	145.2	143.0	144.2	146.4	203.8	193.6	139.8
Saint John	150.0	149.3	144.4	149.4	141.4	147.6	161.5	217.9	179.8	139.7
Montreal	152.2	152.0	147.6	154.0	148.1	127.2	186.2	199.7	178.8	146.5
Ottawa	153.6	153.0	147.0	152.4	147.3	140.5	178.6	207.9	172.9	152.8
Toronto	156.2	155.5	150.7	148.4	157.5	143.9	160.6	194.8	215.5	149.4
Winnipeg	149.9	149.4	145.0	149.8	137.6	151.2	152.2	213.7	169.7	154.5
Saskatoon-Regina	145.1	144.5	139.4	147.6	137.7	150.5	147.6	170.0	169.2	140.5
Edmonton-Calgary	145.6	144.5	139.5	141.7	140.4	146.5	149.0	206.4	167.5	132.1
Vancouver	148.3	148.0	143.5	145.1	149.0	140.2	157.9	181.0	166.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-1968

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
				Duration in Man-Days	
		Strikes and Lockouts	*Workers Involved*	*Man-Days*	*Per cent of Estimated Working Time*
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42

*Preliminary

TABLE G-2—Strikes and Lockouts, June 1968 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	500	1,500
Mines	8	2,023	16,640
Manufacturing	85	29,467	415,270
Construction	26	3,693	32,740
Transportation and utilities	9	2,740	31,730
Trade	12	3,361	17,440
Finance	—	—	—
Service	8	473	8,520
Public administration	3	3,958	20,470
ALL INDUSTRIES	152	46,215	544,310

TABLE G-3—Strikes and Lockouts, June 1968 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	3	1,165	11,080
Prince Edward Island	1	9	90
Nova Scotia	4	516	2,480
New Brunswick	3	308	3,080
Quebec	30	7,940	68,150
Ontario	82	31,539	414,570
Manitoba	3	135	2,400
Saskatchewan	6	681	4,180
Alberta	3	282	3,160
British Columbia	11	1,474	9,450
Federal	6	2,166	25,670
ALL JURISDICTIONS	152	46,215	544,310

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
FORESTRY						
Weldwood of Canada Ltd. Vancouver, B.C.	Woodworkers (AFL-CIO/CLC)	500	1,500	1,500	June 26 —	Dissatisfaction with delay in negotiations—
MINES						
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	360	2,520	2,520	June 7 June 16	Wages, hours— Wage increase of 56¢ an hour.
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Local 5186 (AFL-CIO/CLC)	650	8,450	8,450	June 12 —	Wages, overtime, safety measures
Wabush Mines Ltd., Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	650	2,280	2,280	June 13 June 18	Objection to private contractor carrying out work normally done by mill employees—Court injunction forced workers to return to work.
Domtar Chemicals Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	140	840	840	June 21 —	Shift and overtime differentials—
Quebec Iron and Titanium, Havre-St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	266	1,060	1,060	June 25 July 9	Suspension of 12 workers— Suspended workers rehired
MANUFACTURING						
Food and Beverages						
*Robin Hood Flour Mills Ltd., Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,320	7,300	April 27 —	Wages, fringe benefits—
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	12,630	24,950	May 2 —	Pensions, job security, other benefits—
*Robin Hood Flour Mills, Ltd., Montreal, Que.	Commerce & Office Employees (CNTU)	130	2,080	2,770	May 24 June 25	Wages—70¢ an hour increase over 2 years, other benefits.
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,200	2,200	June 3 —	Wages—
Marven's Limited, Moncton, N.B.	Packinghouse Workers Loc. 302 (AFL-CIO/CLC)	138	1,380	1,380	June 17 —	Wages—
Several Breweries Province wide, Ont.	Brewery Workers various locals (AFL-CIO/CLC)	2,700	16,200	16,200	June 21 —	Wages and pension plan—
Leather						
Brown Shoe Co. of Canada Ltd., Perth, Ont.	United Textile Workers, Loc. 365 (AFL-CIO/CLC)	176	990	990	June 6 June 14	Change in production schedule— Return of most workers, further negotiations for others.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Wood						
International Plywood Ltd., Gatineau, Que,	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,100	22,360	Jan. 25 —	Wages—
J. H. Normick Ltée, La Sarre, Que.	Carpenters Loc. 2666 (AFL-CIO/CLC)	153	450	1,530	May 22 June 5	Wages, other benefits—70¢ an hour increase over a 3-year contract, other improved benefits.
Livingston Industries Ltd., Tillsonburg, Ont.	Woodworkers Loc. 2-167 (AFL-CIO/CLC)	506	7,590	8,100	May 31 June 24	Wages, working conditions—$2.36, $2.26, and $2.16 an hour for males; $2.01, $1.91 an hour for females.
J. E. Boyle Ltd., Davidson, Que.	Woodworkers Loc. 2-2287 (AFL-CIO/CLC)	133	130	130	June 28 —	Wages—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind)	250	5,000	11,000	April 29 —	Wages, retroactive pay, night shift premiums, vacations, duration of contract—
The E. B. Eddy Co. Hull, Que.	Various unions	1,100	7,070	16,500	May 19 June 10	Wages—15¢ an hour increase eff. May 1, 1968, 10¢ June 1, 1969; 5¢ Dec. 1, 1969 plus 3¢ an hour increase eff. May 1/68 3¢ May 1, 1969 for Class A and Lead Hand tradesmen, other improved benefits.
Kimberley-Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	400	400	June 12 June 13	Dissatisfaction with slow negotiation—Return of workers
Northwestern Pulp and Paper Co. Ltd., Hinton, Alberta	Woodworkers (AFL-CIO/CLC)	250	2,500	2,500	June 17 —	Wages—
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	800	4,800	4,800	June 21 —	Dissatisfaction over progress of negotiations—
Kimberley Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	1,060	1,060	June 23 —	Breakdown in negotiations—
Printing & Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	409,010	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Thirteen Printing Firms, Regina, Sask.	Regina Allied Printing Trades Unions	160	320	1,280	May 24 June 5	Wages—15¢ an hour increase eff. May 1/68; 12¢ after 9½ months; 12¢ after 15½ months; 29¢ an hour increase over 21½ months and .09¢ eff. May 1/68 for bindery journeymen, other benefits.
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	6,820	April 2 —	Wages—
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,620	7,060	May 4 —	Wages, other benefits—
The Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	120	970	1,830	May 22 June 12	Alleged grievances— Dismissed employees rehired.
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	460	11,660	April 13 June 3	Wages, hours, working conditions —52¢ an hour increase over 2-year contract; other improved benefits
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	450	450	450	June 1 June 2	Disciplinary suspension of seven workers—Suspended workers re-instated, with return of workers.
Crucible Steel of Canada, St. Joseph de Sorel, Que.	Metal Trades Federation (CNTU)	221	440	440	June 4 June 5	Wages, interpretation of hours of work clause in agreement—54¢ an hour increase over a 3-year period; improved fringe benefits.
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	3,270	3,270	June 10 —	Change of effective date of contract—
Metal Fabricating						
Volcano Limited, St. Hyacinthe, Que.	Metal Trades Federation (CNTU)	137	2,740	3,150	May 28 —	Wages—
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,240	4,460	May 30 —	Wages—
Canadian Bridge Co. Ltd., Division Dominion Steel & Coal Corp. Ltd., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	545	10,900	10,900	June 3 —	Health and welfare plan, cost of living bonus, holidays—
The Pedlar People Ltd. Oshawa, Ont.	Steelworkers Loc. 6958 (AFL-CIO/CLC)	235	4,230	4,230	June 18 —	Slow progress of negotiations—
Robertson Irwin Ltd., Hamilton, Ont.	Steelworkers Loc. 4166 (AFL-CIO/CLC)	164	240	240	June 26 June 27	Dissatisfaction with progress of negotiations—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			June	*Accumulated*		
Machinery						
Massey-Ferguson Industries Ltd., Brantford & Toronto, Ont.	Auto Workers Various locals (AFL-CIO/CLC)	6,000	120,000	297,000	April 19 —	Wages, fringe benefits—
Dover Corp. (Canada) Ltd., Div. Turnbull Eleva. Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,200	6,480	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,200	4,290	May 6 —	Wages—
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Loc. 2868 (AFL-CIO/CLC)	1,864	16,780	16,780	June 18 —	Wages, benefits, seniority, standards—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	5,500	20,080	March 18 —	Wages—
Essex Wire Corp., St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,040	28,470	April 1 —	Wages—
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	2,480	4,140	May 22 June 19	Wages, fringe benefits, working conditions—$2.17 an hr. retroactive to April 1, 1968; additional 24¢ in April, 1969, and April 1, 1970 for unskilled, other improvements.
The Budd Automotive Co. of Canada, Ltd. Kitchener, Ont.	Auto Workers Loc. 1451 (AFL-CIO/CLC)	746	14,920	14,920	June 2 —	Wages, hours, overtime—
Hayes Dana Ltd., Thorold, Ontario	Auto Workers Loc. 676 (AFL-CIO/CLC)	1,194	11,900	11,900	June 17 —	Rejection by members of proposed terms of contract—
Bendix-Eclipse of Canada Ltd., Windsor, Ontario.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	2,850	2,850	June 18 —	Wage parity with company's U.S. workers—
Electrical Products						
Federal Wire & Cable Co. Div. H. J. Porter Co., Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	4,830	4,830	June 7 —	Delayed negotiations in a new contract—
Non-Metallic Mineral Products						
Canada Iron Foundries, Rexdale, Ont.	Moulders, Loc. 64 (AFL-CIO/CLC)	105	2,100	9,960	Feb. 15 —	Wages—
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	295	7,900	17,780	April 26 —	Wages, vacations, holidays, health and welfare plan—
Miscellaneous Mfg.						
North American Plastics Limited, Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,000	8,760	May 17 —	Wages, union security, grievance procedure—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	6,660	6,660	June 8 —	Wages, hours, fringe benefits—
CONSTRUCTION						
Saskatoon Electrical Contractors Assoc., Saskatoon and area.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	1,980	8,820	April 8 June 18	Wages, overtime, closed shop, double time pay—40¢ an hour increase immediately, $1.05 an hour increase over 2 years.
London Sheet Metal Contractors Assoc., London & Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	4,620	8,060	May 6 July 8	Delayed negotiations in a new contract—60¢ an hour increase immediately, 50¢ an hour on May 1, 1968, 50¢ an hour May 7, 1970.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,000	2,300	May 29 —	Delayed negotiations in a new contract—
Brantford Building Contractors Brantford and area, Ont.	Labourers Loc. 595 (AFL-CIO/CLC)	500	4,500	4,500	June 3 June 14	Wages—25¢ an hour increase on signing of contract, 15¢ an hour Nov. 1, 1968; 30¢ May 1, 1969; 10¢ Nov. 1, 1969 plus 6% vacation pay.
Several Electrical Contractors, London and area, Ont.	I.B.E.W. Loc. 120 (AFL-CIO/CLC)	240	4,560	4,560	June 4 July 2	Wages—Immediate increase of 50¢ an hour, 50¢ on May 1, 1969; 55¢ on May 1, 1970 other benefits.
Horton Steel Ltd., Port Hawkesbury, N.S.	Boilermakers (AFL-CIO/CLC)	396	1,980	1,980	June 13 June 20	To protest discharge of worker— Return of worker, due to court injunction.
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers Loc. 4, 27, 32 (AFL-CIO/CLC)	200	2,000	2,000	June 17 —	Wages—
Lakehead Builders Exchange Port Arthur, Fort William, Ont.	Bricklayers Loc. 25 (AFL-CIO/CLC)	100	100	100	June 28 —	Wages—
Mechanical Contractors Assoc. of Canada, St. John Chapter, Saint John, N.B.	Plumbers Loc. 213 (AFL-CIO/CLC)	100	1,000	1,000	June 17 —	Wages—
Fraser Brace Engineering Co. Ltd., Falconbridge, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	101	460	460	June 18 June 25	Jurisdictional dispute — Workers returned to work.
Four construction contractors, Viscount, Sask.	Several Unions	225	450	450	June 20 June 24	Camp conditions — Return of workers.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	4,500	4,500	June 21 —	Carpenters locked out because of inability to conduct further work without striking bricklayers—
Kingston Builders Exchange, Kingston, and area.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	180	900	900	June 24 —	Wages, travel time allowance—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
TRANSPORTATION AND UTILITIES						
United Gas Ltd., Hamilton, Ont.	Oil Workers Loc. 633 (AFL-CIO/CLC)	220	440	440	June 25 June 27	Protesting suspension of union VP —Not reported.
Northern Telephone Ltd., and Telephone du Nord de Quebec, Various locations in Northern Ontario and Que.	Communications Workers Locs. C-6 and C-11 (AFL-CIO/CLC)	500	10,000	10,000	June 3 —	Wages, union security, retroactive pay, contract terms—
Provincial Gas Co., Various locations Niagara Peninsula	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	1,930	1,930	June 5 —	Wages, retroactive pay, other conditions—
Avalon Telephone Co. Ltd., Province wide, Nfld.	I.B.E.W. Loc. 1615, (AFL-CIO/CLC)	500	8,500	8,500	June 6 —	Wages—
St. Lawrence Seaway Authority, Various St. Lawrence ports	Railway Transport and General Workers (CLC)	1,200	8,570	8,570	June 21 —	Wages—
Canadian Broadcasting Corporation Montreal, Que.	Canadian Wire Service Guild	100	200	200	June 25 June 27	Protesting suspension of one worker—Return of workers pending inquiry.
TRADE						
Montreal Armature Works Ltd., Montreal, Que.	I.U.E., Loc. 530 (AFL-CIO/CLC)	100	1,400	1,680	May 29 June 21	Wages—45¢ hourly increase over 3-years.
Four glass firms, Ottawa, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	112	340	1,910	May 13 June 6	Wages — 25¢ an hour increase retroactive to Jan. 1/68; 15¢ Aug. 1/68; 15¢ Jan. 1/69 for outside workers; 20¢ an hour retroactive to Jan. 1/68; 10¢ Aug. 1/68; 5¢ Jan./69 for inside workers, other benefits.
Quebec Liquor Board, Province wide, Que.	Public Service Employees' Federation (CNTU)	2,980	14,330	14,330	June 25 —	Wages—
SERVICE						
Commandant Properties Limited (Seigniory Club), Montebello, Que.	Railway Transport and General Workers Loc. 281 (CLC)	230	5,910	12,260	April 23 June 27	Wages, fringe benefits—.07¢ an hour increase.
PUBLIC ADMINISTRATION						
Local Administration						
Metropolitan Toronto, Toronto, Ont.	Public Employees Loc. 43 (CLC)	3,700	18,500	18,500	June 21 June 28	Wages—10% wage increase in 1st year. 5% wage increase in 2nd year.
City of New Westminster New Westminster, B.C.	New Westminster Civic Employees	228	1,370	1,370	June 21	Wages—

*Federal Jurisdiction

abour gazette

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1966. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

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International Year For Human Rights 1968

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Cover Photograph

The St. Lawrence Seaway at night. A freighter in the locks at St. Lambert, Que. See "The Three-Week Strike of the Seaway Workers" on p. 587.

NFB photo

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50 Years Ago

From the Labour Gazette
October 1918

Stronger beer for Canada's working men, industrial accidents involving legal decisions, labour mobility, and the Railway Board of Adjustment's first case.

A Montreal workman who had been struck on the head by an elevator, a railway labourer who lost his arm in an industrial accident, and a window cleaner who fell from a Montreal hotel were given little sympathy or financial encouragement in the courts of 50 years ago, according to reports in the LABOUR GAZETTE in October 1918.

A French law, placing the blame on the owner of an object that causes damage, played a major role in a Superior Court decision that an assistant foreman was solely responsible for his own death when an elevator hit him on the head. The man rang for the elevator, and it was set in motion by the engineer in the basement. While it was rising, another employee on a higher storey called to the man, who meanwhile had forgotten to ring the bell a second time to signal the engineer to stop the lift. He stuck his head in the elevator well to answer the man on the higher level and was hit by the upcoming cage.

The Court of Review reversed the Superior Court decision, assessing the damages at $8,000, but the Court of King's Bench reduced them, stating that there was contributory negligence on the part of the deceased. When both sides appealed to the Supreme Court of Canada, the fellow employee who called to the deceased was found partly to blame for the accident, making the defendant company liable. The Supreme Court upheld the judgment of the Court of King's Bench and dismissed both appeals with costs.

An Intercolonial Railway labourer, who considered a lost arm worth at least $10,000, discovered that, although he lost it in an accident at work, he should have read the fine print in a book titled *Intercolonial and Prince Edward Island Railways Employees' Relief and Insurance Association, Rules for the Guidance of Members of the Temporary Employees Accident Fund* before trying to collect damages from the railway. When he signed a document to the effect that he had received the booklet and agreed to its rules and regulations, he precluded any hope of making the company liable for loss of life or limb.

The window cleaner who fell from a hotel in Montreal discovered that, although cleaners were supposed to be supplied with safety appliances, they were considered remiss if they didn't ask for them. He sued for $3,000, but the action was dismissed by the Superior Court. An appeal to the Court of Review won him the satisfaction of being considered only partially to blame. His sharing of the blame with the company netted him half of what he asked for—$1,500.

Any child under 16 years of age working in a brewery, or in a place where intoxicating beverages were being made or sold, could be considered by law as "neglected," stated the Children's Protection Act of Nova Scotia. A similar law in Saskatchewan forbade children to engage in street trades in December, January and February after 8 o'clock in the evening, and after nine o'clock throughout the rest of the year. Both laws were passed by the provincial legislatures during 1918.

And while the provinces were trying to keep children away from work in the breweries and liquor stores, the 34th convention of the Trades and Labour Congress of Canada was demanding stronger beer for the "working men of Canada." A resolution submitted and adopted by the Congress asked that it be made legal to manufacture and sell any beverage not exceeding 2½ per cent of alcohol by weight.

The same convention asked that the Government take over the railways and connecting lands because "the greater portion of our earnings are being paid to the CPR and other railway companies and building up individuals as millionaires owing to the great access that they have to our lands and homes, for which our boys are giving their lives; and whereas, what we find for our returned soldiers is taxation in abundance . . ." This resolution was approved also.

Not approved, however, was the urging by the Winnipeg Trades and Labour Council to release wartime conscientious objectors serving penitentiary terms to work on farms in the interests of national food production. It was turned down in a roll call vote of 99 to 90.

The first case of the Canadian Railway Board of Adjustment No. 1 concerned a controversy between the Brotherhood of Railroad Trainmen and the Toronto, Hamilton and Buffalo Railway over a brakeman's responsibility in a rear-end collision that killed one employee and injured another. The company contended that, when his train stopped, the brakeman had ample time to flag the oncoming train. The brotherhood argued that the brakeman had left his caboose quickly and raced back as far as he could before the oncoming train rounded the curve. The Board sided with the brotherhood and ordered that the brakeman be reinstated and paid for all time lost.

On the chance that we might be a little smug about a new idea called "labour mobility," the United States Employment Service in August 1918 recruited and moved between 50,000 and 60,000 unskilled workers from one state to another, depending on need.

The first number of *The Canadian Official Record* appeared on October 1. The publication was patterned after the United States government daily bulletin. It was issued by the Director of Public Information to provide news about the actions and decisions of the Government and its activities and programs—especially concerning the war effort.

New labour group formed to promote Canadian unions

Representatives of nine trade unions met in July in Sudbury to form The Council of Canadian Unions, aimed at promoting a strictly Canadian labour movement.

The unions included the Pulp and Paper Workers of Canada in British Columbia; the Canadian Electrical Workers' Union, Vancouver; the Bricklayers and Masons Union of Canada, Toronto; and the Independent Nylon Workers' Union, Kingston. The unions are all independent of the Canadian Labour Congress.

Newsprint companies introduce weekly salaries

A move to transform pay schedules from hourly wages to weekly salaries is now provided for in five Eastern Canadian newsprint companies.

The Eastern Canadian Newsprint Group, which includes Domtar Newsprint Limited, Anglo-Canadian Pulp and Paper Mills, Limited, The James Maclaren Co., Limited, Quebec North Shore Paper Co., all of Quebec, and Bowaters Mersey Paper Company Limited, of Nova Scotia, agreed to remove time clocks and pay weekly salaries to their 4,700 production workers, members of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The move follows a switch from wages to salaries pioneered successfully in October 1966 at the Aluminum Company of Canada, Limited, in Kingston, Ontario.

During the next two years, each mill will switch to weekly salaries keyed to a 40-hour week, with time-and-a-half for overtime. Also seen in the move, which was one of the major points in the union bargaining efforts, is a raising of the status of production workers, who argue that the distinction between blue-collar and white-collar workers in the age of automation is becoming increasingly blurred.

The new agreement provides for an average increase of 35 cents an hour to $3.50 over two years. This increase follows closely the pattern set earlier by Abitibi Power and Paper Co., Limited, of Toronto. In addition, each company will pay 2 to 4 cents for each employee working hour into a special fund to be administered jointly by company and union officials. Although there are no guarantees in case of layoffs, the funds will provide for sickness and accident-leave payments.



Photo by Lloyd E. Thompson

A. H. Balch

A. H. Balch retires from CLRB post

A. H. "Archie" Balch, a member of the Canada Labour Relations Board for the past 10 years, has resigned his CLRB post to enter full retirement.

A native of Aberdare, Wales, Mr. Balch moved to Canada in 1913 and joined the Grand Trunk Railway in 1914. He was appointed National Legislative Representative in Canada, and Chief Agent for the Brotherhood of Railroad Trainmen. He served also on Royal Commissions. As a Canadian labour representative at the ILO, he went to Geneva in 1953 and 1956.

In a letter to Mr. Balch, the Minister of Labour, Hon. Bryce Mackasey, lauded him for his distinguished record of service.

Amalgamation approved by two U.S. meat unions

The executives of the 100,000-member United Packinghouse, Food and Allied Workers, and the 400,000-member Amalgamated Meat Cutters and Butcher Workmen, approved the merger of the two unions at a joint meeting in Los Angeles in July.

The staffs of the two unions are expected to integrate between July and October. Both with headquarters in Chicago, the unions have worked closely together in negotiating and striking for bargaining rights.

U.S. shipowners to help defray union expenses

Shipowners in the United States, under contract to the National Maritime Union, have agreed to pay 15 cents a day for each working seaman to assist in defraying the costs of NMU hiring halls, medical services and other costs arising from these activities.

The new agreement eliminates the necessity for the union to charge its pensioners an annual service fee of $100 to cover the cost of handling 8,000 pension accounts. Deep-sea members can retire after 20 years service regardless of age, and receive $250 a month. Mariners retiring with less service receive smaller pensions, and previously have been asked to pay $20 to $65 a year to service these. In 1967, the union's pension rolls jumped more than 2,000 and another large increase is expected when the Vietnam war is over.

When the fee was first instituted, both active and retired members protested against it, and the U.S. Labor Department examined the proposal from the standpoint of laws governing pension plans and the reporting of union finances. The department later announced that the fee did not violate either law.

The new agreement with the shipowners provides that the fund to be raised will be administered by a joint union-management committee. The employer contributions will be a reallocation of existing employer obligations under the union's present collective bargaining agreements.

Minimum wage scale increased in Quebec

Quebec's minimum wage, effective in November, will increase from $1.05 to $1.25 an hour for the Greater Montreal area, and from $1 to $1.15 hourly for the rest of Quebec.

In announcing the increases, Quebec Labour Minister Maurice Bellemare said in Quebec City on July 10 that the Government will study the possibility of requiring all employers to give their employees a minimum two-week vacation annually, instead of the present one-week vacation.

Tips, such as those used in the restaurant and hotel business, will no longer be considered part of an employee's salary, and the employer will not be allowed to retain any part of them.

The increase will put Quebec on the same level as British Columbia and Alberta, which currently have the highest minimum wage scale in Canada.



H. J. Waisglass



Alton W. J. Craig

Collective Bargaining Perspectives

An analysis of negotiating units and of stages at which settlement is reached shows a need for the development of national systems of collective bargaining. This study of topics under negotiation points toward possible future trends in the collective bargaining process.

THE growing public commitment to a goal-setting society, as a fundamental environmental factor that will increasingly affect collective bargaining, was outlined to delegates to the 5th annual conference of the Canadian Industrial Relations Research Institute in June in Toronto.

Alton W. J. Craig*, Chief, Industrial Relations Research Division, Economics and Research Branch, and Harry J. Waisglass*, Director-General, Research and Development, both of the Canada Department of Labour, described in their report this and other socio-economic environmental considerations of the collective bargaining process in Canada. Their report is the result of studies made concerning the process and output of the system designed to give perspective to controversial issues arising from recent collective bargaining negotiations. A digest of the report follows.

The speakers list five major environmental factors affecting the operation of the collective bargaining process.

First, the goals of full employment, a high rate of economic growth, reasonable price stability, a viable balance of payment and equitable distribution of rising incomes have become subjects of increasing public discussion and commitment since they were first articulated by the Economic Council of Canada (L. G. 1965, p. 217). The extreme difficulties of harmonizing the policies and co-ordinating the programs for the attainment of these goals are generally well recognized. Our future progress in achieving our goals will depend in very large measure on our ability to innovate new processes, structures and institutions for creative decision-making. This will involve labour, manage-

*The views expressed in this report are those of the authors and do not necessarily reflect the thinking or policy of the Canada Department of Labour. Assisting in the preparation of the report were F. J. McKendy, R. J. Christie, Emam Khan and D. V. Brazier.

ment and governments in complex inter-relationships that confront, clarify and resolve multi-dimensional conflicts of interest, rights and expectations.

Second, Canadian society has become an affluence-oriented one. We have high aspirations and expectations. This reflects, in part, the demands of a younger and more mobile generation, which has grown up in the midst of prosperity and which has not been subject to the hardships of a major depression and the discipline of military service during a major war. Ours is a society that very reluctantly subordinates individual needs and aspirations to national needs and aspirations.

In this kind of society, there is a need to assert the public interest and to assert it more vigorously in the reconciliation that must take place between public and private interests. There is a need to articulate our social goals at least as clearly as our economic goals, and to get the widespread acceptance, understanding and support for them that is required for effective collaboration between governmental and non-governmental organizations.

Third, we are living in a society characterized by rapid changes in technology, economics, and the social fabric of our nation. Our institutions, structures and processes, on the other hand, tend to function in the more traditional ways and face a serious challenge to adapt to changing functions. Because we have control over these, we are challenged to create new ones to meet new needs and to adapt to change quickly and decisively. There is also the present challenge to make decentralized decision-making serve national goals, while maintaining the satisfaction of individual freedom and the advantages of local autonomy.

Fourth, during the past six years or so, we have experienced an unprecedented period of prosperity accompanied by increasing prices and costs. In order to compete in international markets, particularly as the Kennedy Round tariff changes progressively go into effect, we must improve our productive efficiency and keep our prices and costs under control in order to maintain the competitive advantages that we now enjoy. Finance Minister Benson, speaking in Montreal recently, termed inflation as Canada's major problem and proposed a wage-price review board as part of the solution to the problem. He stated that the board's opinions would also serve as a "guide to the direction of future tariff or tax changes."

Finally, our social security system comprises a patchwork of overlapping public and private programs. Consequently, a change in any public program has a significant impact on our collective bargaining system. An example of this is the problems that arose over negotiated pension plans when the Canada Pension Plan was introduced.

Potent Force of Labour

At the beginning of 1967, union membership in Canada stood at 1,921,000. This represented 32.3 per cent of the non-agricultural paid workers in Canada and 26.1 per cent of the total labour force. Membership in unions affiliated with the Canadian Labour Congress totalled 1,451,000 and there were 198,000 in affiliates of the Confederation of National Trade Unions. A recent estimate by the Department's Labour Organizations Division suggests that if teachers, nurses, provincial civil servants, and police (all of whom are engaged in some form of collective bargaining) are added, the total would currently be about 2.4 million. This would represent about 40 per cent of the non-agricultural paid workers and 33 per cent of the total labour force. With this degree of organization, trade unionism represents a significant potent force in our country.

Union membership figures do not tell the whole story, however. Equally important—if not more so—is the structure of unions. There are 110 international unions in Canada, 93 of which are affiliated with the CLC. In addition, there are 55 national unions, 20 of which are affiliated with the CLC and 13 with the CNTU. The affiliates of both central labour bodies are fairly autonomous organizations. Although the CNTU appears to exercise more control over its affiliates than does the CLC, a crucial question is whether either of the two central bodies speaks for, and exercises sufficient control over, its affiliates to influence the direction and implementation of national policies and programs in a goal-setting society. The problem may be further compounded by the fact that most of the CLC affiliates are parts of international unions with headquarters in the United States. In addition, the local unions of international unions operating in Canada exercise considerable autonomy.

For example, if the federal Government should proceed with what Mr. Benson calls a "selective prices and incomes policy," what functions can and will labour organizations play in setting the precise goals for this policy and assisting in its implementation? Assuming that the central labour bodies, along with management and government, can agree upon a policy, do the central labour bodies have sufficient authority over their affiliates and the thousands of local unions across Canada to implement such a policy? There is no ready answer to this question, but the authors suggest that compliance with such a policy must be based more on rewards than on sanctions. If workers are going to be asked to be restrained in their money wage demands, they will need other compensations or assurances with respect to their real income gains.

Management and Government

There is no one management organization in Canada that speaks for all employers. We have the Canadian Chamber of Commerce, the Canadian Manufacturers' Association and numerous industry associations, but none of these speaks authoritatively for all employers. If Prof. John Porter's claim that our "political system leaves the definition of major goals—and therefore the power—to the corporate elite," certainly "the corporate elite" does not define our major goals through any central organization. Experience in countries as diverse in their labour and management structures as Canada and Sweden indicates that the structure of one is largely a mirror of the other.

Finally, on the government side, we have eleven political jurisdictions in Canada, which greatly influence the shape of, and create extensive diversity in, our collective bargaining system. Specification of what constitutes the proper role of government in collective bargaining varies according to the ideological orientations of the various governments, and it is not all uncommon to find different public policy approaches to the same problem. The authors contend that this diversity complicates collective bargaining in our major national industries such as steel, pulp and paper, and meat packing, and gives rise to many problems we would not have in the absence of such legislative and administrative diversity.

The last time that constitutional jurisdiction over labour-management relations received serious attention at the political level was in 1946. Since that time, our economy has become more highly diversified and interdependent, both of which are essential for efficiency, growth and viability. This subject should be given serious consideration, the authors say, because of the major and increasing responsibility that the federal Government has for other aspects of our national economic life, and also because of the knowledge of what is *de facto* taking place in multi-provincial bargaining in industries that presently fall under provincial jurisdiction for collective bargaining purposes.

Distributions of Units and Employees

In discussing the process of collective bargaining, the authors define the negotiating unit as the decision-making unit that negotiates changes in the terms of a collective agreement or a

number of collective agreements. A Departmental "Structure of Collective Bargaining" study, which includes all negotiating units (excluding those in the construction industry) covering 500 or more employees for the period from 1953 to 2nd quarter 1966, provided the data for the study on the process of collective bargaining.

As seen in Tables 1 and 2, a typology including eight types was used. Table 1 gives a percentage breakdown by type, whereas Table 2 gives the percentage of employees covered by each type for any given year. A comparison of Tables 1 and 2 shows that the single establishment-single union types comprise about 55 per cent of all negotiating units, but covers only about a third of the employees in the study. The multi-establishment-single union type accounts for approximately 20 per cent of all negotiating units and just slightly less than 20 per cent of the employees. Although single company negotiating units comprise slightly more than 80 per cent of all negotiating units, they include only about 60 per cent of all employees covered by the study.

Although multi-company-multi-union negotiating units comprise about 1 per cent of the negotiating units, they currently include about 14 per cent of the employees. The drop from 30 per cent to 14 per cent of employees covered by this type between 1953 and 1965 is explained largely by decreasing employment on the railroads, which are included in this category. And whereas the employer association-single union category accounts for about 11 per cent of all negotiating units, it includes about 15 per cent of all employees. On the whole, the tables show that multi-employer and employer-association bargaining account for 20 per cent of negotiating units and cover about 40 per cent of the employees in the study.

The tables indicate also that there is little multi-union bargaining in Canada. The most notable exceptions to this general statement include the railways and the pulp and paper industry.

Emerging Trends

Another aspect of the collective process, namely, the stages at which settlements were reached, is shown in Table 3, and gives a breakdown by percentage distribution of employees for the years between 1953 and 2nd quarter 1966. Although the figures vary somewhat from year to year, there appears to be a number of emerging trends:

- a decreasing tendency to settle at the bargaining stage; and
- an increasing tendency to settle at the conciliation officer stage and a decreasing tendency to reach a settlement at the conciliation board stage. The latter development probably reflects in part the de-emphasizing of conciliation boards in some of the provinces. Post-conciliation settlements have increased, and settlements reached during the course of strikes show a modest upward trend.

Table 4 gives the average length of agreements weighted by employees, and indicates that on the average the length of agreements has increased from 18.1 months in 1953 to 28.5 months in the first half of 1966. Table 5 shows some interesting developments by employee coverage. For example, in 1953 the one-year agreement covered about 63 per cent of the employees in the study, whereas the three-year agreement covered only a little more than 1 per cent of the employees. In 1965, however, only 15 per cent of employees were covered by one-year agreements, whereas about 39 per cent of employees were covered by collective agreements lasting three years or more. The two-year agreement reached a peak in 1964 and has subsequently declined as the three-year agreement has become more predominent. The last column of Table 5 shows that the percentage of employees covered by multi-year agreements increased from 36.1 per cent in 1953 to nearly 85 per cent in 1965.

There are a number of factors that may account for the increasing length of agreements:

- the long-term agreement may give the employer some assurance of "labour peace" for the duration of the agreement and allow him to budget for labour costs with greater precision;
- the number of items now included in collective agreements may encourage both parties to undertake negotiations less frequently;
- wage increases are now spread evenly throughout the life, rather than being provided in the first year of the agreement, as was done previously; and
- in the early stages of a collective bargaining relationship, conflicts over principles and rights, including union security and management's rights, are many. Only after these basic issues are resolved or satisfactory accommodations made will the parties to the bargaining relationship move toward longer-term agreements.

Wage Rates

An analysis of the behaviour of negotiated wage changes over the period from 1953 to 1st quarter 1968 shows one of the major outputs of the collective bargaining system. Table 6 presents average annual percentage changes in base rates for all negotiating units covering 500 or more employees by signing quarter and by signing year. The table shows that the first peak occurred in 1957, when the annual rate was 6.7 per cent. This peak was not exceeded until 1966 and 1967, when average annual percentage changes were 8.0 and 8.6 per cent respectively.

The highest average rate occurred in 1967 at a time when the economy was undergoing mild adjustments. The third- and fourth-quarter figures for 1967 and the first-quarter figures for 1968 suggest that we might well be entering a period of lower wage increases in the months ahead.

The figures in Table 6 indicate also that wages tend to lag behind fluctuations in business activity. This was true, for example, in 1957, which was a recession year, but also a year in which average annual base rate increases reached a peak, following the boom years of 1955-56. In addition, during the present prolonged expansion, wage increases lagged well behind the upturn in business activity.

Over the 13½ years, the average base rate in Canada for those covered by the study increased by 63.8 per cent for an average yearly increase of 4.7 per cent. During the same period, the consumer price index rose by 25.5 per cent, or 1.9 per cent a year. Real average annual base rates increased, therefore, by approximately 39 per cent, or about 3 per cent annually, which approximates the average annual increase in productivity over the period.

Pearson Formula Debunked

The figures in Table 6, which show an annual increase of 8 per cent in 1966, also indicate quite clearly that the so-called "Pearson formula" of 30 per cent over two years in 1966 (L. G. 1966, p. 706) did not set a pattern that spread uniformly throughout the economy. In fact, settlements in 1966 ranged from 5 per cent to 71 per cent over the life of the contract. Although the Seaway settlement may have influenced some subsequent settlements, there is no way of measuring precisely its impact on the economy as a whole. The evidence we do have suggests that it had comparatively little influence.

Another point that should be made is that negotiated wage increases from 1961 to 1965 were relatively moderate in comparison with those of the last two years. For example, those who signed three-year agreements in 1965 received less than those who signed in 1966 and 1967. Consequently, we should not be too surprised if there are a few instances this year in which rather high demands are made. When the three-year

agreements negotiated in 1965 come up for renewal this year, the unions involved and their members may attempt to "catch up" with those who obtained the larger increases in 1966 and 1967.

Although tables on wage changes by region or by industry are not included, the tables do indicate that over the 13½-year period, all regions, with the exception of British Columbia, show remarkably similar increases. This is explained largely by the industrial mix included in the study. Our preliminary analysis, however, suggests that there may be little uniformity among industries. But, in the automobile, can, steel, logging, meat packing and pulp and paper industries, key settlements within each of these industries tend to form a pattern for the industry as a whole. In some industries, such as pulp and paper, there are two patterns—one in the East and one in the West.

Increased Leisure Time

Turning now to hours of work for Canada as a whole, there has been little change in the average standard workday, the figure decreasing from 8.2 hours in 1953 to 8.0 hours in 1966. Average hours a week decreased slightly from 41.2 in 1953 to 40.1 in 1966.

Vacation provisions have changed substantially since 1953. Longer vacations with less service requirements have developed progressively over the years. In 1953, for example, about 45 per cent of the employees covered by the study had provision for three weeks vacation, whereas 87 per cent had such provision in 1966. In 1953, about 12 per cent of the employees covered in the study had provision for four weeks vacation, whereas in 1966 about 70 per cent had such provision. Although only 2.1 per cent of employees had provision for a five-week vacation in 1953, about 13.6 per cent had provision for five weeks in 1966. There are, however, certain service requirements for these vacation provisions.

More leisure time, therefore, in terms of more paid holidays and improved vacations has been a continuing development in agreements negotiated during the period from 1953 to 1966.

Adjustment to Change

Finally, some collective agreement provisions provide for adjustment to technological change. In 1967, the Collective Bargaining Division of the Economics and Research Branch conducted a survey of 471 collective agreements, excluding railroads and the construction industry, which made explicit reference to technological change. Of the 471 agreements, 133, or 28 per cent, contained explicit technological change clauses. On the average, each agreement contained slightly more than two explicit clauses. The clauses were grouped into five types and were distributed approximately as follows:

	Per Cent
Advance notice	19
Income maintenance	40
Worker adaptation	19
Employment sharing	2
Joint union-management procedures	20

Income maintenance clauses (which included guaranteed income for specified periods plus severance pay) were the most common. Advance notice of layoff, worker adaptation (which included retraining and relocation provisions) and joint union-management procedures (which include consultation and negotiation) each represented about 20 percent of the provisions. Employment sharing (which included the reduced workweek and early retirement) represented only about 2 per cent of the provisions.

Table 7, which is taken from this study, shows a breakdown by industry and number of employees. The wood products industry, including pulp and paper, had by far the largest number of agreements with explicit technological change provisions. These provisions were written into the pulp and paper agreements only within the last couple of years, and the joint agreement on this subject by the Nova Scotia Joint Labour-Management Committee acted as a catalyst for the spread of these provisions in the eastern part of the industry. It is of interest also that substantially the same kinds of provisions have been included in the pulp and paper agreements on the West Coast.

The 133 agreements that make explicit reference to technological change provisions understate the many ways in which adjustment to technological change takes place. Whereas such provisions as SUB plans, pension plans, and seniority arrangements, were not designed originally to cushion the impact of technological change, there is scattered evidence to suggest that these provisions are being modified and used for this purpose. The authors note that labour and management in these cases have verbalized their growing concern with the impact of technological change on employees. They predict that a similar study conducted several years from now would show greater explicit reference to technological change provisions.

Some Observations

The authors foresee certain major emerging and/or necessary changes in our collective bargaining system.

First, there is need for a more explicit definition of our national economic and social goals and better organization to achieve them. Although governments must play a leading role in this development, there is also an essential role for labour, management, consumer and other groups in defining our goals more precisely and in the development or restructuring of their organizations to assist in the implementation of our national objectives. This will require stronger organizations and a genuine willingness to work together for the good of the whole country. It might also require a shift in the distribution of power to the federal Government to give it sufficient authority to plan employment, production and equitable income distribution on a long-term basis.

Second, national systems of collective bargaining must be developed and recognized for our essential national industries. This may require a redistribution of legislative authority in the industrial relations field. Already, multi-provincial bargaining exists in such industries as pulp and paper, meat packing, automobile manufacturing and steel. Present jurisdictional barriers may have to be removed so that, in these and other basic industries, collective bargaining can take place on a national or multi-provincial basis.

Third, the number of unions should be reduced gradually to form strong industrial unions. This would require highly responsible and responsive union leaders to protect and safeguard the rights of the various occupational groups within these industrial unions. If such unions did not set up internal procedures to safeguard the democratic rights of their members, the public authorities might be required to do so. The U.S. Landrum-Griffin Act (Labor-Management Reporting and Disclosure Act of 1959) (L. G. 1959, p. 1181) is a good example of what the public authorities will do where they believe that there has been an abuse of private power. In addition, stronger national associations of employers would be needed for the evolvement of improved national policies for the management of industrial and personnel relations. This kind of restructuring would facilitate the development of strong and responsible national systems of collective bargaining which, the authors believe, would be in the national interest.

Finally, productivity bargaining may well become more prevalent in the future. Productivity has always been a factor at the bargaining table, although sometimes inconspicuously.

It has been an explicit factor in collective bargaining in the steel industry for years, both in terms of national comparisons and comparisons with the U.S. steel industry. Recently, it has been an issue in bargaining in the automobile and farm implements industry (L. G., Aug., p. 466). The plumbers in Victoria signed an agreement in November 1967 that tied wage increases to increases in the cost of living and in productivity. Canadair in Montreal also signed a "productivity agreement" in 1967 (L. G., April, p. 200). These agreements and the desire on the part of unions to reduce or eliminate geographical differentials in national and international industries will no doubt bring emphasis to productivity bargaining in the years ahead.

TABLE 1—Percentage Distribution of Negotiating Units by Type: Canada, 1953-1966*

Type of Negotiation Unit	*1953*	*1954*	*1955*	*1956*	*1957*	*1958*	*1959*	*1960*	*1961*	*1962*	*1963*	*1964*	*1965*	*1966*
Single Company														
Single establishment, single union	55.3	54.3	54.4	53.8	55.3	57.4	53.8	54.7	56.4	55.8	56.3	56.2	56.1	58.2
Single establishment, multi-union	3.4	2.6	4.4	4.9	4.6	4.6	5.4	5.3	5.1	4.4	4.4	4.5	3.7	5.4
Multi-establishment, single union	21.2	22.2	20.8	20.5	20.4	18.4	18.1	19.2	18.9	18.5	17.7	18.4	18.5	15.2
Multi-establishment, multi-union	1.9	1.7	3.7	3.6	2.5	2.6	3.1	2.2	2.4	2.3	2.9	2.9	2.9	2.5
Multi-Company														
Single union	3.4	3.4	3.7	4.2	4.3	3.9	5.9	6.4	5.9	6.4	5.9	6.2	6.1	5.7
Multi-union	1.9	2.6	1.5	1.6	1.2	1.0	0.9	0.6	0.8	1.0	0.7	0.5	0.7	0.3
Employer Association														
Single union	11.5	12.0	10.6	10.4	10.8	11.2	11.9	10.8	9.8	10.5	11.1	10.5	11.2	11.7
Multi-union	1.4	1.3	1.1	1.0	0.9	1.0	0.9	0.8	0.8	1.0	1.0	0.8	0.7	0.9
Total†	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Figures are expressed as a percentage of negotiations which have taken place and where the agreements arrived at are in existence on December 31st of each year.

†Discrepancy in totals is due to rounding.

TABLE 2—Percentage Distribution of Employees According to Type of Negotiating Unit: Canada, 1953-1966*

Type of Negotiating Unit	*1953*	*1954*	*1955*	*1956*	*1957*	*1958*	*1959*	*1960*	*1961*	*1962*	*1963*	*1964*	*1965*	*1966*
Single Company														
Single establishment, single union	30.8	30.5	32.5	33.2	32.4	23.0	34.3	35.1	34.2	34.3	34.0	33.9	34.3	38.3
Single establishment, multi-union	1.1	1.1	1.1	2.2	2.1	2.1	2.4	2.5	2.4	2.5	2.4	2.7	2.9	4.3
Multi-establishment, single union	19.6	19.4	18.6	20.4	21.2	21.8	20.9	20.0	20.2	21.3	21.8	23.6	22.2	24.1
Multi-establishment, multi-union	1.6	2.0	2.4	2.9	2.7	2.4	2.4	2.4	2.5	2.5	2.7	2.7	3.6	4.2
Multi-Company														
Single union	1.3	1.3	1.8	2.5	2.5	2.7	4.0	5.5	6.4	6.6	5.6	5.6	5.9	6.8
Multi-union	29.9	30.0	28.6	24.3	24.3	22.6	19.9	18.0	17.7	16.3	15.9	14.1	14.1	1.1
Employer Association														
Single union	14.4	14.5	13.8	13.2	13.5	14.2	14.7	15.1	15.0	15.0	16.0	15.8	15.6	19.1
Multi-union	1.2	1.2	1.2	1.2	1.2	1.2	1.4	1.3	1.4	1.4	1.5	1.5	1.5	2.0
Total†	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Figures are expressed as a percentage of employees who are covered by collective agreements arrived at by the type of negotiating unit indicated. The agreements are those in existence as of December 31 of each year and arise from negotiations involving 500 or more employees.

†Discrepancy in totals is due to rounding.

TABLE 3—Percentage Distribution of Employees According to the Stage at Which Their Negotiations Ended: Canada, 1953-1966

Stage	*1953*	*1954*	*1955*	*1956*	*1957*	*1958*	*1959*	*1960*	*1961*	*1962*	*1963*	*1964*	*1965*	*1966*
Bargaining	61.6	38.7	62.5	52.1	62.8	30.6	50.3	67.4	32.7	38.2	64.9	27.7	41.7	38.1
Conciliation officer	2.9	10.0	2.8	2.4	0.9	10.9	9.2	12.7	20.9	16.2	9.2	25.2	22.0	10.5
Conciliation board	26.6	15.3	28.7	14.0	27.0	19.9	13.2	15.6	8.8	32.4	9.3	8.4	13.3	26.5
Post-conciliation bargaining	5.3	1.1	1.5	25.9	2.0	33.5	8.6	2.3	36.4	5.8	11.8	29.3	11.3	10.8
Arbitration	—	30.9	—	—	—	—	0.2	—	—	2.1	1.0	0.9	0.8	0.9
Post-arbitration bargaining	—	—	—	—	—	0.1	—	—	—	—	0.2	—	—	—
Strike	1.8	2.6	3.8	5.4	6.8	4.3	9.4	2.0	0.9	4.9	3.6	8.7	9.9	13.5
Post-strike bargaining	—	—	0.5	—	—	0.4	9.0	—	—	0.4	—	—	0.7	—
Not recorded	1.9	1.3	0.2	0.2	0.4	0.2	—	—	0.3	—	—	—	0.3	—

TABLE 4—Weighted Average Length of Contracts

Signing Year	*Average Length of Contract*	*Total Number of Employees*
	(months)	(in thousands)
1953	18.1	329
1954	18.8	473
1955	16.1	331
1956	23.0	574
1957	18.6	266
1958	21.9	435
1959	22.7	370
1960	21.5	272
1961	22.2	443
1962	24.2	461
1963	25.4	281
1964	25.1	408
1965	27.9	289
1966*	28.5	139

*To the end of the second quarter of 1966.

TABLE 6—Average Annual Percentage Changes in Base Rates during the Life of the Collective Agreements for all Negotiating Units of 500 or More Employees Completed in any Given Quarter

Year and Quarter		*Quarterly*	*Annual*
1953	1	6.7	
	2	4.5	
	3	3.8	3.9
	4	2.9	
1954	1	5.2	
	2	4.7	
	3	1.6	3.3
	4	2.7	
1955	1	3.8	
	2	3.1	
	3	4.0	4.0
	4	5.7	
1956	1	5.2	
	2	5.6	
	3	5.5	5.4
	4	5.2	
1957	1	6.3	
	2	6.7	
	3	7.0	6.7
	4	6.3	
1958	1	5.0	
	2	4.9	
	3	4.2	4.0
	4	3.2	
1959	1	3.4	
	2	3.8	
	3	4.4	4.2
	4	5.2	
1960	1	4.5	
	2	5.0	
	3	4.9	4.6
	4	3.9	
1961	1	6.3	
	2	3.8	
	3	1.9	3.5
	4	3.6	
1962	1	3.1	
	2	4.2	
	3	3.6	3.7
	4	3.5	
1963	1	4.4	
	2	3.0	
	3	3.3	3.3
	4	3.2	
1964	1	4.7	
	2	4.5	
	3	5.2	4.9
	4	4.8	
1965	1	4.4	
	2	5.0	
	3	6.1	5.6
	4	6.4	
1966	1	7.5	
	2	9.3	
	3	7.5	8.0
	4	7.9	
1967	1	8.9	
	2	9.2	
	3	7.9	8.6
	4	8.6	
1968	1	7.4	

TABLE 5—Employees Covered by Negotiations Resulting in Collective Agreements Classified by Duration and Year of Signing

Year of Signing	*Less than 11 Months*		*11-13 Months*		*14-22 Months*		*23-25 Months*		*26-34 Months*		*35-37 Months*		*Greater than 37 Months*		*Total Employees Covered*	*Percentage of Employees Covered by Negotiations Resulting in Multi-year Agreement*
	No.	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*	*No.*	*%*		
								(in thousands)								
1953	2	0.7	209	63.4	29	8.8	79	23.9	6	1.9	4	1.1	1	0.2	330	36.1
1954	16	3.4	192	40.6	25	5.3	229	48.5	1	0.2	9	1.9	—	—	472	55.9
1955	15	4.5	196	59.2	27	8.2	82	24.8	3	0.8	8	2.5	—	—	331	36.3
1956	9	1.5	116	20.1	47	8.2	320	55.7	27	4.7	44	7.7	11	2.0	574	78.2
1957	7	2.6	139	52.4	11	4.1	84	31.6	3	1.0	15	5.5	7	2.7	266	45.1
1958	6	1.3	105	24.1	36	8.3	231	53.1	7	1.5	41	9.4	10	2.3	436	74.5
1959	4	1.0	82	22.1	43	11.5	174	47.0	12	3.4	44	11.9	12	3.2	371	76.8
1960	1	0.3	97	35.6	9	3.4	121	44.3	11	4.0	27	10.0	7	2.4	273	64.1
1961	1	0.2	132	29.7	19	4.3	213	48.1	12	2.7	60	13.6	6	1.4	443	70.0
1962	1	0.3	87	18.8	5	1.1	273	59.2	16	3.3	65	14.1	14	3.1	461	80.9
1963	4	1.5	46	16.2	13	4.7	128	45.3	6	2.0	79	28.1	6	2.2	282	82.3
1964	1	0.3	47	11.6	14	3.5	249	61.1	34	8.4	57	14.0	5	1.1	407	88.2
1965	1	0.3	44	15.0	13	4.6	81	28.0	36	12.6	104	35.9	10	3.6	289	84.4
1966	1	0.5	17	11.9	6	4.1	42	29.9	8	6.0	64	46.1	2	1.5	140	87.1

TABLE 7—Number and Percentage of Agreements Containing Technological Change Provisions by Sector and Industry and Employees Covered

Sector and Industry	*Agreements*		*Employees*	
	No.	*%*	*No.*	*%*
Primary				
Logging	9	2	6,300	1
Dairy	2	—*	2,350	—
Mining	2	—	2,170	—
Manufacturing				
Food and beverages	3	—	1,920	—
Tobacco and products	5	1	4,105	—
Textiles and apparel	9	2	21,917	3
Wood products, including pulp and paper	36	8	56,685	8
Printing, publishing and allied industries	6	1	5,420	—
Metal processing and fabricating	8	2	12,360	2
Machinery and transportation equipment	16	4	42,187	6
Non-metal mineral processing and fabricating	4	—	3,238	—
Chemicals	1	—	1,200	—
Transportation, Storage, Communication and Utilities				
Air Transport and airports	2	—	2,133	—
Bus and coach transport	1	—	640	—
Urban and suburban transport	2	—	5,950	—
Truck transport	3	—	10,000	1
Water transport and related services	3	—	3,694	—
Grain elevators	1	—	1,000	—
Radio and T.V. broadcasting	3	—	5,600	—
Electric power	6	1	15,905	2
Trade	1	—	2,900	—
Public Service	10	2	17,699	2
Total	133	28	225,373	32

*Dash represents figure less than 1 per cent of total.

NOTE: Caution should be exercised in the interpretation of this table. The survey included only agreements covering 500 or more workers. Therefore, to the extent that some industries are composed of a proportionately great number of firms with less than 500 workers, they will not be adequately represented in the survey.

Wage Schedules Prepared In June

During June, the Department of Labour prepared 367 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 243 contracts in these categories were awarded. In addition, 303 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
C.M.H.C.	1	$ 23,332.50
Defence Production	86	224,759.00
Post Office	8	339,026.10
R.C.M.P.	2	164,500.00

During June, the sum of $17,754.38 was collected from 15 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 189 workers concerned.

Britain keeping wage and price guidelines

Britain's new Minister of Employment and Productivity, Barbara Castle (L. G., Aug., p. 462) has the onerous task of persuading Britain's businessmen and union leaders to keep within the country's wage and price guidelines for another year at least.

The guidelines date from the 1965 sterling crisis when the National Board for Prices and Incomes was set up by an Act of Parliament in May of that year (L. G., 1965, p. 502). During the interim, both groups managed to keep within the guidelines, but they now have been asked to limit wage and price hikes to an annual 3.5 per cent increase. And since devaluation has increased the cost of imported raw materials, Britain's businessmen are constantly tempted to raise consumer prices, if only by an extra dollar or so. Unions also are preparing major contract negotiations with wage demands totalling more than a billion dollars. About 3,000,000 heavy-machinery workers are asking for a 10-per-cent increase; 1,250,000 construction men are seeking 15 per cent; and 750,000 retail-distribution employees are demanding 10 per cent.

Hoping to thwart the threat to Britain's economy, Prime Minister Harold Wilson managed to push his bill on wage and price controls through its decisive second reading in the Commons. It passed by only a slim margin of 35 votes.

Mrs. Castle's job is to convince Britain's skeptical businessmen that the way to maintain abroad the competitive advantages of devaluation is to hold the line on prices and wages at home. She has the power, through the Prices and Incomes Board, to censure violators by fining them, but she has so far used a positive "interventionist" policy that invites unions to negotiate wage increases of any size—as long as they are based on equal gains in productivity. She is encouraging companies to establish management-labour committees on productivity.

The Board, in an investigation lasting 10 months, scrutinized 15 productivity deals and came to the conclusion that genuine productivity agreements are a good thing. They make for more efficient firms; more effective management; steadier wages; more pay or more leisure for the worker; and stable, or lower, prices for the consumer.

The agreements were found to apply successfully to white-collar workers as well as manual workers, and labour-intensive industries as well as capital-intensive industries.

Genuine productivity agreements, the Board discovered, do not cause inflationary wage agreements in other places. One productivity agreement, it seems, tends to promote another.

As outlined by the Board, these are the ideals of productivity bargaining:

- the worker should be making a direct contribution to increased productivity, and projections of productivity increases should be based on the application of proper working standards;
- Payment should be made only after a productivity gain has been achieved; and
- the Government does not interfere in collective bargaining agreements if reached by labour and management and if examined and assessed by the Department of Employment and Productivity and the National Board.

International Labour Organization

52nd International Labour Conference

Apartheid in the Republic of South Africa, forced labour, and the adoption of a Convention dealing with agricultural working conditions are among the subjects examined in this concluding half of a report on the conference.



ILO photo

John Mainwaring

Part II

The effect of apartheid on labour matters in the Republic of South Africa was deplored and condemned in a report presented to the 52nd conference of the International Labour Organization, held in the Palais des Nations, Geneva, Switzerland, from June 5 to June 27, 1968.

The report, the fourth in four years to be issued by the ILO on the subject of apartheid in South Africa, noted particularly that there was a "continuing tightening" of the system in its application to labour matters.

In other business, the conference gave special consideration to the application of international standards dealing with the abolition of forced labour. In addition, it spelled out, in a Convention, the agricultural working conditions for tenants and sharecroppers.

Nearly 1,300 delegates, technical advisers and observers from member countries and international governmental and non-governmental bodies attended the conference.

The report on apartheid cited the adoption by South Africa of the Coloured Cadets Training Act of 1967 as a recent example of the operation of apartheid in labour matters. The Act, which provided for compulsory training of all coloured youths between 18 and 24, is "another striking example of labour legislation based on the theory of race separation instead of on the concept of the widening of educational and training opportunities . . . on an equal basis," the report said.

The document stressed that the future sound functioning of the South African industrial relations system and the interests of all the workers call for a strengthening of collective bargaining by bringing workers of all races into the system on a footing of equality.

The apartheid policy is making it difficult for the officially recognized trade unions to operate effectively in furthering the interests of their members, the report continued.

The ILO drew attention to the situation of Asian and coloured workers in South Africa, who, although not subject to all the restrictions falling on African workers, were nevertheless very far from enjoying equality with whites.

Job training for Africans in the republic is particularly substandard, the report said. This is wasteful in economic as well as social terms, because the white population of 3.5 million can no longer provide all the managerial, executive and skilled talents required by a country of 16 million people with an expanding industrial economy. (L. G., Sept., p. 531).

The ILO report called for more vocational training for Africans, and the re-

moval of the occupational restrictions that frustrate the purpose of such training.

The report pointed out that the race relations problems of South Africa are essentially the same as those of other nations with multiracial populations. It warned that there can be no shutting off within national boundaries of the tensions and bitterness resulting from the denial of human rights to South Africa's non-white populations. It sought both to mobilize world opinion and to call upon other nations to show by their example that problems of the kind encountered in South Africa can be solved through the application of universally recognized precepts and values.

The report said that the ILO will continue to hold up to critical review the current developments in South Africa as part of a moral pressure against the apartheid system. Such pressure, coupled with economic forces already working toward a change, might yet avert a clash that would otherwise appear to be inevitable.

First consideration was given to a Draft Convention with an accompanying Recommendation concerning labour inspection in agriculture. A Draft Convention and a companion Recommendation, which will revise the existing International Labour Conventions 24 and 25 concerning sickness insurance, were also considered for the first time. Both the labour inspection and the sickness insurance instruments will receive second consideration at next year's conference.

The conference debated the Director-General's report in plenary session. The theme this year was Human Rights, and a Resolution was adopted calling for intensified efforts to promote such rights and to combat discrimination. An appeal was made to the governments of member states to collaborate closely with the work of the Organization in this important field.

In addition, resolutions were adopted that dealt with the following questions:

- vocational training of girls and women;
- the outflow of trained specialists from developing countries (the "brain drain");
- disabled workers; and
- technical co-operation activities of the ILO.

Budget Proposals

The conference approved and adopted the program and budget proposals for 1969, which involve a total sum of U.S. $27,500,689. After a recommendation had been made by the governing body working party on program and structure, opportunity was given for a general discussion in plenary session of the program and budget proposals before these were referred to the conference's finance committee of government representatives. The ILO expects to continue this experiment in order to give to all ILO members an opportunity for general discussion and expression of views.

John Mainwaring, the Canadian Government delegate, commented on the first experimental effort to have the conference debate the program proposals for the coming year.

He noted that the conference had before it proposals to put the ILO on a biennial budget cycle instead of the present annual budget. "This welcome development will make it possible for the Governing Body to spend relatively less time on budgetary questions and relatively more on planning, reviewing and evaluating the various ILO programs.

"There is a good deal that remains to be done in this respect. In some subject areas, the objectives that the ILO, as an international body, can hope to accomplish are not yet defined in sufficiently specific terms," he said. "These objectives need to be more carefully reviewed so that the ILO may define its role more precisely and devote its resources where the impact of its work can be the greatest."

Mr. Mainwaring announced that the Canadian Government has already endorsed the ILO program and budget proposals for 1969. "We are particularly interested in the world employment program," he told the delegates.

Director-General's Report

Some 230 speakers, representatives of governments, employers, workers and international organizations, addressed the conference on the report of David A. Morse, Director-General of the ILO, concerning "The ILO and Human Rights." In his reply to the debate, Mr. Morse stressed the need for sound economic and social development as a means of giving substance to human rights principles embodied in legislation and resolutions.

This important aspect had been dealt with at length by the Canadian employer delegate, F. K. Richan, when he addressed the conference. (L. G., Sept., p. 528). Mr. Morse emphasized, however, that in pursuing economic development, it should not be forgotten that the "aim of all human endeavours in whatever field, must be to advance the freedom and dignity of man."

The Director-General went on to call for an attack on racial and other forms of discrimination.

"There is hardly a country that is free of this problem," he said. "There is hardly a country that can truthfully claim to have eliminated the causes of tension, or to have created the conditions in which different races, ethnic and cultural groups can live together in equality and harmony." While recognizing that each country must seek solutions appropriate to national conditions, Mr. Morse added that "the problem of racial conflict has reached such proportions that national action needs to be supplemented by positive measures at the international level."

He proposed, therefore, a program of international action encompassing:

- inclusion in international technical co-operation activities of a large-scale effort to improve the economic and social situation of the victims of discrimination;
- establishment of a means for organizing an international exchange of experience, acquired on both the national and local level, in combatting discrimination;
- greatly intensified efforts in the areas of research and education, with respect to the underlying causes and ultimate elimination of discrimination; and
- formulation of new international standards setting forth comprehensive

Elected Chairman

Hon. George L.-P. Weaver, Assistant Secretary of Labour, for International Affairs, and representative of the United States Government on the Governing Body of the International Labour Organization, was unanimously elected Chairman of the Governing Body for one year at the 172nd Session of the ILO Governing Body in Geneva on June 26, 1968.

Mr. Weaver has served on the Governing Body since 1961, which was the first year he was a government delegate to the ILO Conference. He was a worker's delegate from the United States at the 1957 and 1958 Conferences, and has served as Chairman of the Governing Body's committee on discrimination.

Mr. Weaver, who is 56 years old, was born in Pittsburgh, Pa. He has spent most of his life in the labour movement and has had extensive experience as an administrator in the field of civil rights and international labour affairs.

The Governing Body, executive board of the ILO, re-elected its two vice-chairmen, Pierre Waline, (France), Chairman of the employers' group, and Jean Möri, Switzerland, Chairman of the workers' group.

The Governing Body, which meets normally three times a year to guide and discuss the work of the Organization, has 24 government, 12 employer and 12 worker members.

measures that should be taken to combat discrimination.

Technical Items

For the first time, an international labour instrument was adopted dealing specifically with standards for tenant farmers, sharecroppers and similar kinds of agricultural workers. The text of the Recommendation approved by the conference calls for international standards safeguarding the rights of tenants and sharecroppers in their relations with owners of land where they work. It also calls for rents that will permit a decent standard of living for the occupant, and recommends that rent be postponed or reduced where circumstances require, particularly in the case of crop failure or similar natural disasters. The Recommendation suggests that contracts be drawn up between tenants and landowners, preferably in conformity with a model contract established by competent authority.

In the case of the two items given first consideration at this year's conference, it was suggested that the draft international instruments to be presented at next year's conference take the form, in each case, of a Convention with a companion Recommendation. The labour inspection instruments will be intended to improve the conditions of agricultural workers by assuring adequate inspection of agricultural work places by independent inspectors. The sickness insurance instruments will attempt to update existing Conventions 24 and 25 in the light of modern practice.

Forced Labour Still Possible

As part of the ILO's observance of International Human Rights Year (L. G., Feb., p. 74), the committee on the application of Conventions and Recommendations gave special consideration to the application of international standards dealing with the abolition of forced labour.

Forced labour for economic or political purposes is still legally possible in a variety of countries, an ILO committee of experts found in their report presented to the conference. On the occasion of International Human Rights Year, the committee surveyed information from 162 countries concerning implementation of ILO Conventions on forced labour.

The experts' survey described present-day problems in ensuring observance of the forced labour Conventions, with many illustrations from national legislation. It mentioned some recent laws permitting extensive possibilities of labour conscription, and warned against unduly wide use of emergency powers to mobilize labour. Reviewing different forms of national service obligations, the survey drew attention to the important distinction between schemes for giving training to young people to fit them for useful work, and the exaction of labour in contravention of ILO standards.

The experts noted that penal labour as a means of political coercion may result in various countries from:

- implementation of legislation punishing criticism of the Government or established institutions;
- enforcement of censorship legislation; and
- establishment of laws imposing restrictions on meetings and associations.

Cases of penal labour for breaches of labour discipline or violation of strike prohibitions were also examined.

The committee emphasized that the problems encountered will, in many countries, be part of the broader question of how to ensure balanced social and economic growth. Solutions depend not only on national action, the report said, but also on international co-operation, emphasizing the need for international solidarity in the promotion of human rights.

Fiftieth Anniversary, 1969

The co-ordinator of celebrations for the ILO's 50th anniversary, Kalmen Kaplansky, who is also Director of the Canada Branch of the International Labour Office, was in Geneva for part of the conference. During this time he met delegates from many member countries to discuss plans for next year's celebrations. He hopes that the occasion of the 50th anniversary will help promote understanding of the ILO's programs and objectives throughout the world.

Changes in labour code affect truckers

An amendment to the Transport of Goods by Motor Vehicle Hours of Work Extension Order, passed by Order in Council on July 17, 1968, removes the daily limit on hours of work for interprovincial highway truck drivers, and the requirement to pay overtime after ten hours in a day. Overtime rates are to be paid for all hours worked in excess of ten without an uninterrupted period of at least eight consecutive hours.

The effect of this amendment means that the drivers are only obliged to discontinue work for eight hours before driving on for ten hours to their point of destination.

A previous Labour (Standards) Code regulation, which went into effect on July 1 (L. G., June, p. 333), provided that a driver could not work more than 10 hours in 24. The trucking industry objected to the order on the grounds that it tied up equipment unduly, and necessitated that drivers remain away from their homes longer than they wished.

ILO announces vacancy for audio-visual expert

The International Labour Office announces a job vacancy in Turkey for an audio-visual aids expert in its Occupational Safety and Health Program. The job is located in Ankara.

The incumbent will set up and equip an audio-visual aids unit at the Occupational Safety and Health Centre in Ankara, and train national personnel in the design and production of audio-visual aids.

The term of the appointment will last nine months. Interested applicants should write for further information to the Canada Branch, International Labour Organization, 178 Queen Street, Ottawa 4, Ontario.

Insurance Registrations And Other UIC Statistics

On May 31, insurance books or contribution cards had been issued to 3,104,620 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,630, a decrease of 202 since April 30.

During May, there were 13,421 investigations conducted by enforcement officers across Canada. Of these, 10,877 were spot checks of claims to verify the fulfilment of statutory conditions, and 717 were miscellaneous investigations. The remaining 1,827 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 218 cases, seven against employers and 211 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 727.*

Revenue received by the Unemployment Insurance Fund in May totalled $33,586,229.54 compared with $32,553,586.35 in April and $33,979,902.35 in May 1967.

Benefits paid in May totalled $14,055,964.00 compared with $56,348,373.64 in April and $37,192,065.10 in May 1967.

The balance in the Fund on May 31 was $266,165,851.96 compared with $279,944,842.56 on April 30 and $239,723,003.18 on May 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Union Membership In Canada — 1968

Union membership at the beginning of 1968 stood at 2,010,000. This figure represented 33.1 per cent of the non-agricultural paid workers in Canada, the highest percentage since 1958; it was 26.6 per cent of the total labour force.

Labour Organizations in Canada, 1968, soon to be released by the Economics and Research Branch of the Department of Labour (Queen's Printer, 75 cents), shows that the increase in membership between 1967 and 1968 was 89,100 or 4.6 per cent.

Membership in unions affiliated with the Canadian Labour Congress at the beginning of 1968 totaled 1,572,000, a rise of more than 8 per cent over the previous year's total. CLC affiliates reporting substantial membership gains over the previous year were:

- United Automobile, Aerospace and Agricultural Implement Workers of America, with an increase of 36,300;
- United Steelworkers of America, 15,000;
- Canadian Union of Public Employees, 10,000;
- International Association of Machinists and Aerospace Workers, 8,600; and
- Building Service Employees' International Union, 6,000.

The Confederation of National Trade Unions reported a total of 201,300 members. This figure represented an increase of less than 2 per cent over the previous year. The largest gains were registered by the *Fédération Nationale des Services, Inc.* (Service Employees' Federation), with an increase of 7,000 members; and the *Fédération Canadienne des Métallurgistes et des Mineurs* (Metallurgists and Miners' Federation), with 5,500 more members than in 1966. Most of the increase reported by the latter union was due to the merger of two unions.

Of the 2,010,000 union members reported in the 1968 survey, two thirds were in international unions. The 108 international unions included 91 affiliated with both the CLC and the AFL-CIO; five affiliated with the AFL-CIO only; three with the CLC only; and nine unions not affiliated with any central labour body.

There were 54 national* unions active in Canada, with 590,000 members. Twenty-one of these unions, affiliated with the CLC, accounted for 15.9 per cent of total membership. The 12 federations of the CNTU accounted for another 9.6 per cent.

*"National" refers to those unions that charter locals in Canada only. Directly chartered local unions, however, are not considered to be national unions, nor are independent local organizations.

Name Change

At its last general convention, the Building Service Employees' International Union changed its name to Service Employees' International Union.

There were, in addition, 21 uanffiliated unions with a total membership of 77,000.

Direct charters from the CLC were held by 143 local unions, with a total membership of 15,600. Local unions holding direct charters from the CNTU numbered 50; these non-federated locals had 7,600 members. Membership of the 193 local unions chartered by central labour bodies comprised 1.2 per cent of all trade union members in Canada. Independent local organizations reported 51,000 members, or 2.5 per cent of the total.

The United Steelworkers of America retained its position in 1968 as the largest union, with 145,000 members in Canada. Next in size was the United Auto Workers, followed by the Canadian Union of Public Employees. Fourteen unions reported membership of 30,000 or more in the 1968 survey. These unions accounted for 47 per cent of all union members in Canada.

The listing in the 1968 edition of *Labour Organizations in Canada* reflect a number of changes that have taken place among national and international unions since the publication of the 1967 edition.

The *Fédération Nationale des Employés de l'Industrie Minière, Inc.* (CSN) (National Federation of Mining Industry Employees, Inc. (CNTU) merged late in 1967 with the *Fédération nationale de la Métallurgie* (Metal Trades Federation) under a new name—the *Fédération Canadienne des Métallurgistes et de Mineurs.* Another merger took place at the beginning of this year when the Journeymen Stone Cutters' Association of North America agreed to join the Labourers' International Union of North America.

In addition, a number of changes in affiliation and names took place during the year. The Seafarers' International Union of Canada has obtained reaffiliation with the CLC, and another union, the Canadian Marine Officers' Union, chartered by the Seafarers' International Union, became *ipso facto* affiliated with the CLC.

The Canadian Air Line Employees' Association also affiliated with the CLC. The Canadian Maritime union (CLC) affiliated with the National Maritime Union (AFL-CIO).

The Canadian Union of Postal Workers amended the French version of its name; it now reads *Syndicat des postiers du Canada.*

The Commercial Telegraphers' Union modified its title and is now known as the United Telegraph Workers.

For the purpose of negotiating a first agreement under the Public Service Staff Relations Act, two postal unions—the Canadian Union of Postal Workers and the Letter Carriers' Union of Canada—formed the Council of Postal Workers. Each union, however, retains its identity.

The Three-Week Strike Of the Seaway Workers

A strike of some 1,200 Seaway workers, represented by the Canadian Brotherhood of Railway, Transport and General Workers was called against the St. Lawrence Seaway Authority on June 21, 1968. Settlement was finally reached in mediation on July 13, ending the three-week disruption of Great Lakes shipping.

The dispute centred around renewal of the collective agreement between the St. Lawrence Seaway Authority and the CBRT, which terminated on December 31, 1967. When direct negotiations between the two parties broke down in early February, the Department of Labour's T. B. McRae was appointed as conciliation officer. He reported failure to reach agreement, and recommended appointment of a Conciliation Board. The Minister of Labour established a Conciliation Board, and he appointed Judge J. C. Anderson, of Belleville, to act as chairman when the two nominees, K. L. Crump for the Seaway Authority, and H. Gargrave of Toronto for the union, failed to agree on a chairman. Hearings of the Board began in early April, and on May 30, the Minister received the report of the Board.

The report included a tentative agreement on all issues with the exception of the wage increase and the term of the agreement. Judge Anderson recommended wage increases of 6 per cent, retroactive to January 1, 1968, and a further 6 per cent effective a year later. Mr. Crump agreed with this recommendation. Mr. Gargrave dissented and recommended two increases of 9 per cent spread over two years.

The Authority believed that a settlement of the dispute on the basis of the majority recommendation must take into account the reaction of the union. The union rejected the majority recommendation of the two 6-per-cent pay increases, and voted for strike action. On June 15, Prime Minister Trudeau, in reply to a telegram from the union, stated that the Government regarded the recommended 12-per-cent increase as fair and reasonable, bearing in mind the relationship of the wage rates prevailing on the Seaway and elsewhere in the economy.

The parties reached an impasse in negotiations and the union began its strike action at 8 a.m. on June 21. The workers had voted 93 per cent in favour of strike action. When the Seaway workers left their jobs, it was estimated that about 70 ocean-going vessels, mostly of foreign registration, were stranded in the waterway. Meanwhile, press reports indicated that shipping interests in the United States and Canada were predicting a long strike.

No Intervention

In response to a telegram from W. J. Smith, National President of the CBRT, Hon. Bryce Mackasey, Minister of Labour, sent the following telegram on July 3: "You have asked me in your telegram of June 30 to convene a further meeting of the Seaway Authority and your union and to preside at the meeting. Because Cabinet is not meeting this week, I have been in touch with the Prime Minister, who has confirmed that it is not the policy of the Government normally to intervene in the free collective bargaining process. I am not proposing, therefore, to participate, but I am asking the Department of Labour to arrange another meeting of the parties in accordance with normal practice."

A meeting between Mr. Smith and Dr. Pierre Camu, President of the St. Lawrence Seaway Authority, took place on July 5. W. P. Kelly, Director of the Department of Labour's Conciliation and Arbitration Branch, attended the meeting, which was for the purpose of clarification of positions only, as the negotiating committees were not present.

The following week, Dr. G. V. Haythorne, Deputy Minister of Labour arranged a meeting of the parties, with Mr. Kelly acting as mediator. The mediation session, with full negotiating committees present, commenced at 3 p.m. on Friday, July 12 and continued the next day. Nineteen proposals and counter-proposals were dealt with exhaustively before agreement was finally reached at midnight on Saturday, July 13.

The wage settlement, based on a three-year agreement, was:

7 per cent, effective November 1, 1967.
6½ per cent effective January 1, 1969.
5½ per cent effective January 1, 1970.

In addition to fringe benefits agreed to during Conciliation Board hearings, including improved rates for lock motormen, further items were agreed to in mediation. These included the granting of Boxing Day as a paid holiday, and a change in the annual leave entitlement whereby employees will become entitled to four weeks vacation in the fifteenth year of service.

The agreement was ratified on Sunday, July 14, and ships were moving through the Seaway late that evening.

A tentative estimate of the economic impact suggests that the 23-day strike cost approximately $23,900,000. This estimate includes losses to the Seaway Authority in tolls, lost wages to Seaway workers, pilots and stevedores, and the tie-up costs of the 200 lake vessels and 70 ocean ships trapped in the Seaway.

Other costs included were lost port fees and local transportation charges. Not included in this estimate are such additional costs as lost production, post-strike costs due to the disruption of Seaway traffic, and any additional expenditures arising out of the shipment of goods by other modes of transport.

Labour Relations Around the World

Proclamation of Tehran urges all peoples and governments to redouble efforts in human rights field

THE International Conference on Human Rights, held in Tehran, Iran, during the spring, met to review and evaluate progress in the human rights field in the 20 years since the adoption of the Universal Declaration of Human Rights by the General Assembly of the United Nations. The conference formed part of the program of International Human Rights Year (L. G., Feb., p. 74).

The representatives attending the conference made an appraisal of the existing methods and measures used by the United Nations in order to develop a program of action on the national, regional and international levels to expedite the realization of human rights in all parts of the world. The conference, by acclamation, adopted the Proclamation of Tehran, which contains a report of the work of the assembly. More than 80 countries, United Nations agencies and regional intergovernmental bodies, and more than 50 international non-governmental organizations, were represented at the assembly.

The principle subjects of discussion centred on a program for future action to promote human rights, including:

- measures to achieve rapid and total elimination of all forms of racial discrimination in general, and the policy of apartheid in particular;
- the importance of the universal realization of the right of peoples to self-determination, and of the speedy granting of independence to colonial countries and peoples for the effective guarantee and observance of all human rights;
- questions of slavery and the slave trade in all their practices and manifestations, including the slavery-like practices of apartheid and colonialism;
- measures to promote women's rights in the modern world, including a unified long-term United Nations program for the advancement of women;
- measures to strengthen the defence of human rights and freedoms of individuals;
- international machinery for the effective implementation of international instruments in the field of human rights; and
- other measures to strengthen the activities of the United Nations in promoting the full enjoyment of political, civil, economic, social and cultural rights, including the improvement of methods and techniques and such institutional and organizational arrangements as may be required.

Several resolutions dealing with these subjects were passed by the Assembly. The Canadian delegation to the conference proposed a resolution recommending that governments develop comprehensive legal aid systems to assist individuals in need of legal services. The representative for the Canadian delegation pointed out that the provision of legal services to individuals would strengthen the observance and protection of human rights and fundamental freedoms. He explained that this is an area where much remains to be done to make human rights more effective for individuals who might be threatened with a denial or diminution of their rights because of lack of adequate financial or other resources.

Ottawa Plan for economic co-operation provides path to better life for South American work force

THE Ottawa Plan for Human Resources Development is now under way in its program to provide ever-growing masses of peasants in South America with the skills needed for productive work, and opportunities for productive employment.

The Plan, part of the World Economic Program sponsored by the International Labour Organization as a special project for its 50th anniversary year, is described in the August issue of the *ILO Panorama*.

The Ottawa Plan is the forerunner of a series of regional employment programs to reverse a trend wherein increasing numbers of people have no part in development. It takes its name from the Eighth Conference of American States Members of the ILO, which met in Ottawa in September 1966 (L. G. 1966, p. 634). The program has been devised with the collaboration and at the request of government, employer and worker spokesmen from the participating countries.

The driving force of the campaign will be a 12-man interagency team based in Santiago, Chile, under ILO leadership. Six

organizations have agreed to participate: the United Nations Economic Commission for Latin America, the Latin-American Institute for Economic and Social Planning; the Organization of American States; the United Nations Food and Agriculture Organization; and the United Nations Educational, Scientific and Cultural Organization.

The first members of the ILO team are now in Santiago. With the help of national specialists, they have begun surveying the employment situation and the training facilities and needs in a number of the countries participating in the plan. A pilot project, the first large-scale integrated manpower planning project to be undertaken in Latin America, is currently being established in Peru.

Other work includes inquiries into the effectiveness of various methods of employment promotion, to examine the employment impact of different kinds of industrial and rural development, handicrafts, small-scale enterprises, round-the-clock utilization of existing plants by introducing shift work, rural co-operatives, credit schemes, land reform, technological changes, vocational training and management development projects, many of them initiated by the ILO.

In each of the regions, the employment problems will be tackled in two phases. During the first phase, the program will be based on projections of present trends and technical studies with a view to attaining the highest level of employment that is compatible with a reasonable rate of economic growth. In the second phase, the program will be carried out through projects for industrial development, rural development, and technical and other training.

The success of the Ottawa Plan will be measured in terms of the accomplishments, not of the international experts contributing their talent to the Plan, but of the specialists of the countries themselves, of their governments, and of their labour leaders and employers, and will depend for its success on the readiness of the people themselves to accept change and innovation.

British Trades Union Congress stages celebrations to mark 100th anniversary of founding in Manchester

LORD Wright, Chairman of the British Trades Union Congress, unveiled on June 1, 1968, a plaque marking the building in Manchester where, one hundred years ago, 34 trade union delegates met to set up the TUC. At an impressive ceremony, he recalled the tremendous growth of this pioneering body and stated that today no Government could afford to ignore the TUC's voice. Other eminent speakers were TUC General Secretary George Woodcock and Prime Minister Harold Wilson.

A parade of union floats, through the streets of Manchester, a performance by five brass bands and a 200-voice choir, a special TUC trophy race, a dance and a fireworks display completed the events in Manchester. Further festivities, including a banquet at London's Guildhall, at which Queen Elizabeth II was the guest of honour, were held in London from June 5 to 7. The centenary celebrations ended in Blackpool at the 100th congress of the TUC in September.

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Consumer, July 1968

The consumer price index (1949 = 100) rose by 0.6 per cent to 155.6 at the beginning of July from 154.7 at the beginning of June. It was 3.6 per cent above the July 1967 level of 150.2.

The food index increased by 1.7 per cent to 151.9 from 149.4; it was 2.3 per cent higher than in July 1967. Meat and fresh vegetable prices were higher; and beef and pork prices registered a general increase for the second consecutive month, while chicken prices declined slightly. There was little change in bread and butter prices, and sugar prices continued their decline to a level of nearly 9 per cent below that of a year ago.

The housing index rose by 0.4 per cent to 158.3 from 157.6 and was 4.2 per cent above the July 1967 level of 151.9. Rents continued to advance, with the latest increase of 0.4 per cent equalling the average monthly increase over the past year.

Household operation costs increased by 0.5 per cent due chiefly to an increase of 2.8 per cent in electricity charges, reflecting higher costs in Ottawa and Toronto. Home furnishings prices remained unchanged with higher prices for furniture and appliances being offset by declines in the price of household textiles.

The clothing index declined by 0.2 per cent to 136.1 from 136.4 as decreases in the prices of women's and children's wear and footwear, because of summer sales, outweighed increases in men's wear and piece goods.

The transportation index increased by 0.1 per cent to 161.9 from 161.8. There were increases in fares for local and intercity travel and automobile operation costs declined 0.1 per cent, with reductions in the prices of new cars outweighing a slight increase in gasoline prices. The health and personal care index rose by 0.5 per cent to 198.8 from 197.9. Prepaid medical care premiums increased in Manitoba, and there were general increases in soap, toothpaste and other toiletries.

The recreation and reading index rose by 0.3 per cent to 174.8 from 174.2. Among recreational items, there were marginal decreases in the prices of radios, television sets and bicycles. These were outweighed by an increase in subscription rates for daily newspapers in five cities. The tobacco and alcohol index, at 141.1, was unchanged from the preceding month.

Group indexes a year ago in July were: food 151.9; housing (shelter and household operation) 158.3; clothing 136.1; transportation 161.9; health and personal care 198.8; recreation and reading 174.8; and tobacco and alcohol 141.1.

City Consumer, July 1968

Between June and July, consumer price indexes advanced in all 10 regional cities and city combinations, with increases ranging from 0.3 per cent in Vancouver and Saskatoon-Regina to 1.0 per cent in Ottawa.

Food and housing indexes advanced in all regional cities. Clothing and transportation indexes registered fractional movements or remained unchanged; health and personal care costs rose in five cities, decreased in two and were unchanged in three; recreation and reading indexes increased in six cities, declined in two and were unchanged in the remaining two.

Regional consumer price index point changes between June 1968 and July 1968 were as follows: Ottawa + 1.6 to 155.2; Toronto + 1.2 to 157.4; Winnipeg + 1.0 to 150.9; Saint John + 0.9 to 150.9; Montreal + 0.9 to 153.1; St. John's + 0.7 to 136.2*; Edmonton-Calgary + 0.7 to 146.3; Halifax + 0.6 to 147.3; Saskatoon-Regina + 0.5 to 145.6; Vancouver + 0.5 to 148.8.

Wholesale, July 1968

The general wholesale index (1935-39 = 100) was 269.2 in July, 0.4 per cent lower than the June index of 270.3, and 2.0 per cent higher than the July 1967 index of 263.9.

A sharp fall in copper prices, supplemented by a decline in silver, was the main reason for the fractional decrease at the total level between June and July. Major groups other than non-ferrous metals showed only fractional changes.

The non-ferrous metals products group index declined 4.7 per cent to 247.0 from 259.1. The vegetable products group index moved down 0.4 per cent to 229.9 from 230.9 as a result of price decreases for tea, coffee and cocoa, sugar and its products, grains and canned vegetables. A decrease of 0.3 per cent to 215.0 from 215.6 in the chemical products group index reflected lower prices for soaps and detergents. The wood products group index declined slightly to 364.7 from 364.9.

The animal products group index advanced 0.7 per cent to 296.5 from 294.4 on higher prices for fishery products, eggs, livestock and leather.

Increases of 0.1 per cent or less occurred in two major group indexes: textile products, 256.1 from 255.8; and iron products, 276.7 from 276.6.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 1.2 per cent to 262.0 from 258.8 in the three-week period June 28 to July 19. The animal products index increased 1.8 per cent to 333.1 from 327.1, and the field products index advanced 0.3 per cent to 191.0 from 190.5.

U.S. Consumer, June 1968

The U.S. consumer price index (1957-59 = 100) rose by 0.5 per cent from May to June. The index in June, at 120.9 was the 17th consecutive monthly rise and the largest since February 1966.

British Retail, May 1968

The British index of retail prices (January 16, 1962 = 100) was 124.9 at May 21 compared with 124.8 at April 23, and 119.4 at May 16, 1967.

The index for foods, the prices of which are affected by seasonal variations, at 121.5, was unchanged from the previous month. Increases in the prices of carrots, potatoes and fruit were largely offset by reductions in the prices of eggs and tomatoes. The index for the food group as a whole rose slightly to 123.6, compared with 123.5 in April.

The index for the transport and vehicle group rose by about 0.5 per cent to 120.1 compared with 119.4 in April due to an increase in the prices of second-hand cars and the costs of repairs and maintenance of motor vehicles.

As a result of rises in the average level of changes for a number of services such as hairdressing, shoe repairing and entertainment, the index for the services group as a whole rose by 0.5 per cent to 131.1 compared with 130.4 in April.

There was a rise of nearly 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 126.8 from 126.3.

Continuing Education Programs For Women in the United States

"The under-utilization of American women continues to be the most tragic and the most senseless waste of this century," said U.S. President Lyndon B. Johnson, in a speech to the nation in February of 1966. "It is a waste that we can no longer afford. Our economy is crying out for their services."

The President reported that there was a need for 110,000 additional trained specialists every month for the next 10 years. This requirement could not be met by men alone, he said, and unless more women entered the professions, the needs of the nation would not be met.

Present and future U.S. needs in the professional fields could now be filled to a large extent by former college and university students entering the employment market. Thousands of women had left institutions of higher learning before graduation in order to work and help with family finances, to care for their homes and children, and for other personal reasons. Upon graduation, others chose the career of wife and mother rather than a vocation in their particular area of training. Many are now in a position where their family responsibilities have lessened, making it possible for them to prepare for employment outside the home.

College Population

The U.S. Office of Education reported that, in the fall of 1967, the number of women college students was 2,805,000—more than three times greater than in 1950. During this period, the population of girls aged 18 to 21 increased only about 40 percent. The marked gain in school attendance extended to adult women as well as to college-age girls. Between 1950 and 1966, school enrolment rose from 26,000 to 214,000 among women 25 to 29 years of age, and from 21,000 to 92,000 among women 30 to 34. Although enrolment figures were not available for persons 35 years of age and over, there was no doubt that many of the women students in 1966 were over 35.

These figures indicated that there were many mature women returning to college, and many more who could be encouraged to do so if there were a greater number of continuing education programs slanted to women in their middle years.

The Director of the U.S. Women's Bureau revealed that inquiries received about such programs came primarily from mature women and college educators and administrators. Women wanted to know what special educational programs were available in their area. Educators sought background information about women's interest in and need for, special programs, and what other educators were doing to fulfill this need.

Guidelines for Educators

The January 1968 revised edition of "Continuing Education Programs and Services for Women," published by the U.S. Department of Labor, included, for the use of educators and others, guidelines for establishing a continuing education program or services for adult women. They included: adequate numbers and types of training courses; appropriate time schedules for classes; child care facilities; counselling geared to the special circumstances of adult women's lives; enrolment on a part-time basis; financial aid for part-time study; information about educational, employment, and volunteer opportunities; job-placement assistance; part-time job opportunities; reasonable rules covering transfer of credits; refresher courses; reorientation courses; and other special needs.

Women's Bureau

After the Higher Education Act of 1965 was passed, institutions could apply for federal aid for their continuing education programs. To be eligible for the funds, an institution had to develop its community service programs "to meet the unique educational needs of the adult population who have either completed or interrupted their formal education." In a 19-month period after this legislation came into effect, 24 programs providing counselling, training and academic instruction were eligible for federal assistance.

In addition to the special services and programs that were being made available by colleges and universities, other organizations such as high schools, state or local government agencies, women's organizations, and community associations were offering financial assistance, vocational counselling, information on career opportunities, and other similar services to the adult woman interested in resuming her education.

Reports indicated a need for the development of educational programs designed specifically for the mature woman with considerable life experience. Women were critical of courses that appeared to be slanted to the teen-ager, but they thought that if programs could be instituted that would fit into the pattern of home responsibilities, the demand for education would continue to rise. And the urgent need for professional personnel in the United States would be substantially alleviated.

Global Needs In Rehabilitation

Part I

The primary requirements in rehabilitation within the framework of national social services were presented in a statement by the International Society for Rehabilitation of the Disabled to the International Conference of Ministers Responsible for Social Welfare, at the United Nations Headquarters, New York City, in September of last year. The conference was held as the result of a resolution previously adopted by the United Nations Economic and Social Council at a plenary meeting.

The ISRD, together with other non-governmental organizations in consultative status, presented a statement on its relevant experiences and views as part of the documentation for the conference. A condensation of the statement follows.

Responsibility for the development and administration of programs to assist the disabled vary in each country, but the government agencies concerned with social welfare have a primary role in this field.

Few, if any, countries have sufficient rehabilitation services to meet the needs of their current population; in fact in rural areas, they are practically non-existent. The need for further development of facilities and services is enormous in today's circumstances, and the dimensions of the problem will increase in the future.

The success of medical science in reducing the infant mortality rate and in preserving life for longer periods adds inevitably to the population with disabilities. Conversely, expanding industrialization, urbanization, and the use of mechanical means of transportation all produce a growing rate of accidents, injuries and consequent disabilities.

Continuing research and measures for the prevention of disability from all causes are essential and can provide substantial results, but the problems of disability will affect a number of persons. Agencies concerned with social welfare must, therefore, include in their planning for the future, provisions to meet the needs of this predictable situation.

Rehabilitation and National Development

The United Nations Commission for Social Development recognizes the importance of rehabilitation services. The draft declaration on this subject, approved at the nineteenth session, includes the following among the means and methods of social development:

"Taking the appropriate measures for the rehabilitation of mentally or physically disabled persons, especially children and youth, so as to enable them to the fullest possible extent to be useful members of society; these measures shall include the provision of treatment and technical appliances, education, vocational and social guidance, training and selective placement, and other assistance required; and the establishment of social conditions in which the handicapped are not discriminated against because of their disabilities."

In its report, the Commission on Social Development urged the United Nations and the specialized agencies concerned "to assist the less-developed countries in giving a high priority to programs concerned with the rehabilitation of the disabled, especially handicapped and mentally retarded children."

Although comprehensive, world-wide statistics do not exist, a substantial proportion of the world's population suffers some physical or mental disability. Successful programs in many countries have demonstrated that properly planned rehabilitation services can eliminate or greatly reduce handicaps accompanying these conditions. The results are an improvement in the standard of living of the disabled individual and of his family.

From the point of view of the community and the nation, successful rehabilitation programs make available for constructive purposes the intellectual and vocational resources not only of the disabled persons themselves but also of the immediate members of his family, and friends and associates. Their energies would otherwise have been devoted to care of the disadvantaged individual. When disabled persons become self-sufficient and productive, the gain in human resources reduces the burden on both family and community.

In the area of predictable need for increased rehabilitation services, it is obvious that improved medical care will lead to a larger proportion of persons whose disability is associated with age, chronic disease or both. Expenditure of human and material resources for the continuing care of such persons is inevitable, but can be minimized when adequate rehabilitation services make possible the greatest degree of self-care and productive use of time. Without sufficient rehabilitation services, family and community burdens will increase as the proportion of such permanently disabled persons to the total population grows.

Successful rehabilitation must deal with the entire person, encompassing medical, social, educational and vocational requirements. And because responsibilities for such a rehabilitation program may be divided among several agencies in the Government, an agreed plan for coordinated development and administration of the program is a vital ingredient.

Adequate rehabilitation contributes to the possibilities of national development. The absence of adequate rehabilitation results in an unnecessary drain of human and material resources from the development potential. A sound program of national development must inevitably include adequate provision for dealing with the growing problem of disability.

Manpower Utilization Branch
Department of Manpower
and Immigration

The second half of this article will appear in the November issue.

Ironing Out Misconceptions

A labour-management committee that really irons out misunderstandings is the proud boast of the Ontario Northland Railway.

The committee was organized last fall to tackle problems concerning management and the 350 tradesmen employed in equipment maintenance at North Bay, Englehart, Timmins and Cochrane Ont., and in Rouyn, Quebec. At first, committee members had to overcome the misconception that they were just another group meeting behind closed doors. "Our purpose became more acceptable as soon as we made it clear it was a policy committee," said William Bishop, Vice-President of the shop crafts division of the ONR System Federation.

The committee has aired, and solved, a number of difficulties and misconceptions, and it has proved useful in funneling information in the other direction—from management to the rank and file. Said E. A. Frith, General Manager: "We use the meetings as an additional means of getting information to the men. We believe that the more information put out, the more satisfied the work force will be."

The committee has been useful in tracing the causes of bad feeling, and making any appropriate changes. In addition, it has reformed the suggestion award system, which some of the men thought was not being operated as well as it might have been.

A proven record of preventing grievances is another benefit of the committee. D. V. Allen, Employee Relations Supervisor, said: "When we sense a conflict, we can act before the case arises." The committee does not deal with grievances as such: a grievance already filed is not normally the business of the committee.

In effect, the committee is a sort of communications meeting place for management and union.

The ONR, owned by the Ontario Government, stretches north through mining country, and the clay belt, to James Bay.

Two New Roles for Unions

Harry J. Waisglass, Director-General, Research and Development, Canada Department of Labour, offers two elements that will influence the future of industrial relations.

First, he says that unions have a challenging new role to play in Canada. Just as they have strengthened the position of the worker in their traditional industrial strongholds, they must now strengthen the position of the citizen in the community. He believes that the conflict-resolution model of collective bargaining (in which a union negotiates with an employer on behalf of a group of workers) is well suited for organizing private citizens to negotiate with local authorities. "We have a large measure of justice in industry that is lacking in the community. This is the challenge facing our unions, and if they don't offer their leadership to social movements, we'll have to create other institutions to do the job," Mr. Waisglass claims.

"I think the unions have become involved in social planning and community action, not just with questions affecting the employer."

Second, he says that employees will increasingly seek involvement in their work; they will demand a sense of importance as working individuals. This demand by workers, for a higher quality of life and increased involvement on the job, will put the structures of companies and unions to the test, he believes. In the years ahead, process will replace product in order of importance. "It isn't what we produce that's so important as how we produce it. The kind of satisfactions that come in producing a product will be more important than the satisfactions derived from the product itself."

Mr. Waisglass adds: "An advancing and increasingly complex society threatens to outgrow the present anatomy of the unions." Unions set up to serve the workers in conflict with their employers are finding that the conflicts are more than two-dimensional—workers against bosses. "The unions are not structured to serve a goal-oriented society. The present structure is obsolete, so unions are going to have to adapt, or we will have to create new institutions. We have managed to get some control over the traditional problems, now we face a serious challenge to adapt to changing functions."

Working with Management

When labour works with, rather than for, management, there are benefits for both. This has been the experience at Maritime Paper Products Limited at Burnside, N.S., where union and management representatives have been meeting together in a labour-management consultation since March 1967.

Jack MacNeil, Shop Steward for Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), recalls the old days when, as he says, "the union people worked for management" and concentrated their activities almost entirely on getting higher wages. "Today, we work with management," he pointed out. "We understand their problems and what they are trying to accomplish. A mutual respect for each other has developed."

Charles M. Douglas, Assistant General Manager, said the committee helped to smooth the way—by advance planning when the firm's operations were recently moved from Halifax.

The committee has also been responsible for the setting up of medical and insurance plans and plant rules, and for the establishment of a cafeteria.

These articles have been condensed from the July-August issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Labour-Management
Consultation Branch

Group Counselling

Group guidance and counselling techniques are successful in helping long-term unemployed and under-employed persons gain greater self-sufficiency and self-reliance.

This is the experience of Ray A. Ziegler, Director, Senior Worker Division, Oregon Bureau of Labor and Counselling Staff, Portland Community College, Portland, Oreg. His "creative job search techniques program" has been applied by his staff for more than eight years to help job-seeking individuals "wend their way through the economic jungle that we call the American labour market." He has found them useful in assisting many thousands of job-seekers ranging in age from 15 to over 80.

As a Fair Employment Practices Administrator, Mr. Ziegler administers the Oregon laws that prohibit age discrimination in employing Oregon senior workers (all workers between the ages of 25 and 65 years). He and his co-workers early discovered that age discrimination is a two-edged problem—one is the employer, the other the older worker. They found also that "the average American is abysmally ignorant of the workings of our economic system especially insofar as the labour market is concerned. And, to a man and to a woman, those senior workers presenting themselves to us for help were woefully lacking in knowledge about the working world and the labour market on which they depend to earn a livelihood."

When it became apparent that the few counsellors available could not serve the needs of the 30,000 to 40,000 persons out of work, experiments were started to teach job search techniques. It was found that, if a person were given information concerning the labour market, the point of view of the businessman, and some insight into his own personal worth, he developed a purpose in life and more quickly found a job.

Mr. Ziegler says: "Ninety per cent of the participants found what skills they had to sell, where to sell them, and how to present a written image of themselves to a businessman so that he would see all of their good points during the first five minutes of the interview." This procedure involves the use of the job résumé. He reports that more than 10,000 persons had received three hours group counselling in a period of four years under the guidance of one counsellor-leader working with about 50 clients. The main qualities required of a counsellor-leader are leadership and experience in how the economic system works.

The persons in the program meet in two sessions. The first session is 1½ hours in length, during which the participants are exposed to labour market facts, how to conduct a personal inventory, and how to prepare a résumé. After this, the participants are instructed to complete the inventory at home.

The second session is 1½ hours in length, one week later, during which the participants are gathered around a conference table to discuss their inventory and résumé with a complete stranger, who is also a participant. The leader-counsellor reviews the inventories and résumés, suggests any changes, and helps the participants re'ate their situation realistically to the labour market.

Section on Older Workers
Manpower Utilization Branch
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In presenting the labour force facts, Mr. Ziegler and his staff show that the job-seeker is a salesman selling human energy—40 man-hours a week—from a stable and reliable source that is available on demand, and that, as with a salesman, as many as 40 businessmen may have to be approached before making a sale. Mr. Ziegler also points out that the résumé is meant to save the businessman's time by presenting prepared answers to the normally standard interview. A person who will not "inventory his work skills and prepare a résumé will be long-term unemployed." He stresses that a job hunt, if it is to be successful, must be a full-time job in itself.

Following the talk on the labour market, clients are given the following six open-ended questions about themselves to answer at home and in writing, concerning the categories of work, study and play:

- what things have I done with any degree of success?
- what things have I done that others have commended me for doing in an exceptional manner?
- what jobs have I held (describe in detail)?
- what kind of equipment can I operate?
- what are the things that I really like to do?
- what are the things that I do not like to do?

Costs of running the creative job search technique program, Mr Ziegler comments, are negligible, because the counsellor-leaders are volunteers, and all are former participants. The program is supported by local businessmen who contribute time and materials in order to make income producers from tax consumers. Classroom groups are mixed as to age and occupations because that is how it is in society, and because people learn from the experiences of others. With regard to the success of older, compared with younger, workers in finding jobs, physically qualified workers who apply the techniques find jobs commensurate with their skills regardless of age.

Mr. Ziegler adds: "This whole idea of creative job search techniques is not new. It has existed for many hundreds of years and comes from a Chinese philosopher—Confucius: "Give the hungry man a fish and tomorrow he will return for more. Teach the hungry man to fish and he will feed himself forever more."

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July. It granted 15 applications for certification, rejected one and ordered three representation votes. During the month, the Board received three applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal and Lacolle terminals of Hall's Motor Transit Company, Blackpool, Que. (L. G., July, p. 411).

2. Beverage Dispensers & Culinary Workers Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse and bunkhouse personnel employed at Arctic Mines, Carcross, Y.T., by Y & T Industrial Restaurants Ltd., Whitehorse, Y.T. (L. G., July, p. 411).

3. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Marine Industries Limited, Montreal, Que. (L. G., July, p. 411).

4. Reimer Express Lines (Western) Ltd. Employees' Association on behalf of a unit of employees of Reimer Express Lines (Western) Ltd., Winnipeg, Man., employed at Edmonton, Calgary, Regina and Saskatoon (L.G., July, p. 411).

5. International Association of Machinists and Aerospace Workers on behalf of a unit of rail technicians, rodmen and other personnel employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., July, p. 411).

6. General Truck Drivers Union Local 938, General Truck Drivers Union Local 879, Transport Drivers, Warehousemen and Helpers Union Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and other personnel employed by Maislin Bros. Transport Ltd., Ville La Salle, Que. (L.G., Aug., p. 481).

7. General Truck Drivers Union Local 938, General Truck Drivers Union Local 879, and Transport Drivers, Warehousemen and Helpers Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reliable Transport Limited, Toronto, Ont. (L.G., Aug., p. 481).

8. International Association of Machinists and Aerospace Workers on behalf of a unit of printing plant employees employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (L.G., Aug., p. 481).

9. Canadian Merchant Service Guild on behalf of crew members employed in the navigation and operation of the patrol vessels of the North Fraser Harbour Commissioners, Vancouver, B.C. (L.G., Aug., p. 481).

10. International Association of Machinists and Aerospace Workers on behalf of a unit of reservations clerks and various other office employees employed at Dorval and Montreal by British Overseas Airways Corporation, Montreal, Que. (L.G., Aug., p. 481). Claude H. Pothier, *et. al.*, had intervened.

11. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by St-Eustache Transport Inc., St-Eustache, Que. (L.G., Aug., p. 481).

12. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed personnel employed by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

13. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

14. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of shore employees employed by M.I.L. Tug & Salvage Limited, Halifax, N.S. (L.G., Sept., p. 543).

15. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by The Royal Bank of Canada, Main Office, Ottawa, Ont. (L.G., Sept., p. 543).

Application for Certification Rejected

United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent (maintenance-of-way and bridge and building employees), and the Brotherhood of Maintenance of Way Employees, intervener. Following a hearing of the interested parties, the Board revoked its previous decision to hold a run-off vote (L.G., Aug., p. 481) and rejected the application for the reason that it was not supported by a majority of the employees affected in the representation vote already conducted by the Board.

Representation Votes Ordered.

1. *Syndicat général du cinéma et de la télévision* (*CSN*), applicant, Canadian Broadcasting Corporation, respondent, Canadian Wire Service Guild, Local 213, American Newspaper Guild, intervener, Association of Radio and Television Employees of Canada, intervener, and Canadian Union of Public Employees, intervener (L.G., June, p. 342). The Board directed that the voting unit consist of employees in the news broadcast service of the respondent in Montreal and Quebec City, and that the names of the applicant and the Guild appear on the ballot (Returning Officer: G. R. Doucet).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merchants' Speedy Delivery Limited, Windsor, Ont., respondent (L.G., Aug., p. 481) (Returning Officer: H. A. Fisher).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

3. Canadian Merchant Service Guild, applicant, Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited, and Island Shipping Limited, Toronto, Ont., respondents, and National Association of Marine Engineers of Canada, intervener (L.G., Sept., p. 543). The Board directed that the names of the applicant and the intervener appear on the ballot, and that the voting unit consist of marine engineers employed aboard the vessels of the respondents. The Board directed that the ballots cast by the engineers aboard the Trans-Lake Shipping Limited vessel, S.S. *Hilda Marjanne* be segregated (Returning Officer: H. A. Fisher).

Applications for Certification Received

1. Local 1953, International Longshoremen's Association, on behalf of a unit of personnel employed by Newfoundland Employers Association Limited at the Port of St. John's, Nfld. (Investigating Officer: W. J. Gillies).

2. Millwrights Local 2736, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of millwrights employed at Rose Creek, Vangorda area, Y.T., by The Ralph M. Parsons Construction Company of Canada, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

3. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Westmount Moving and Warehousing Ltd. working in or out of its terminals at Pointe-Claire, Dorval and Montreal, Que. (Investigating Officer: G. R. Doucet).

Application for Certification Withdrawn

International Union of Operating Engineers, Local 115, applicant, and Western-Freeway Venture, Edmonton, Alta., respondent (project in Y.T.) (L.G., Sept. 1967, p. 581).

Application for Settlement

An application was received by the Board from the Canadian Air Line Employees' Association to prescribe, under Section 19 of the IRDI Act, a provision for the final settlement of differences involving the interpretation or application of its collective agreement with Air Canada, Montreal, Que.

Conciliation and Other Proceedings Before the Minister of Labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. B. C. Air Lines Limited, Vancouver, B.C., and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Canadian Broadcasting Corporation, and the Association of Radio and Television Employees of Canada (Conciliation Officer: J. S. Gunn).

3. National Harbours Board, Port of Quebec, and Public Service Alliance of Canada (National Harbours Board Police, Port of Quebec) (Conciliation Officer: G. R. Doucet).

4. Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

5. Canadian Marconi Company, Montreal, Que., and the Salaried Employees Association (Marconi) (Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet).

6. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher).

7. The Broadcasting Division of Canadian Marconi Company, Montreal, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

8. Canadian Broadcasting Corporation, and Building Service Employees International Union, Locals 204, 183, 383 and 323-A (Conciliation Officer: J. S. Gunn).

9. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Clarke Traffic Services, Montreal, Que., and Local 14273, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

2. Clarke Traffic Services, Montreal, Que., and Local 14274, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

3. John A. Snow, Willowdale, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Aug., p. 482).

4. Arctic Gold and Silver Mines Limited (NPL), Vancouver, B.C., and Local 6536, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., July, p. 412).

5. Mount Nansen Mines Limited, Vancouver, B.C., and Local 1037, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., July, p. 412).

6. National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L. G., June, p. 343).

7. Central Mortgage and Housing Corporation ("Cloverdale Park" Apartments, Pierrefonds, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

8. Central Mortgage and Housing Corporation ("Terrasse St-Michel," Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

9. Central Mortgage and Housing Corporation ("St. Georges Gardens" Apartments, Pointe-aux-Trembles, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

10. Central Mortgage and Housing Corporation ("Park Royal" Apartments, Ville St-Laurent, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

11. Central Mortgage and Housing Corporation ("Pie IX" Apartments, Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

12. Central Mortgage and Housing Corporation ("Terrasse Belleville," St-Vincent-de-Paul, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

13. Central Mortgage and Housing Corporation ("Le Domaine Estria Pavillon Mercier," Montreal, Que.) and *Le Syndicat National des Employés de S.C.H.L. (CSN)* (Conciliation Officer: G. R. Doucet) (L. G., March, p. 156).

14. Outfitters Incorporated Limited, Corner Brook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies) (L. G., Sept., p. 544).

15. Millar and Brown Limited, Cranbrook, B.C., and Office and Technical Employees Union, Local 15 (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 482).

16. National Harbours Board, Churchill, Man., and Public Service Alliance of Canada (Conciliation Officer: A. E. Koppel) (L. G., May, p. 278).

Conciliation Boards Appointed

1. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (L. G., August, p. 482).

2. TransAir Ltd., St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 544).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers International Union, Local 9-14 (L. G., Sept., p. 545) was fully constituted in July with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Williamson, Toronto, and union nominee George Burt, Kingsville, Ont.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 545) was fully constituted in July with the appointment of A. C. Dennis, Toronto, as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. J. Spector, Q.C., and union nominee Saul Linds, both of Montreal.

3. The Board of Conciliation and Investigation established in May to deal with a dispute between CTV Television Network Limited, Toronto, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Aug., p. 482) was fully constituted in July with the appointment of His Honor Judge Walter Little, Parry Sound, Ont., as chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., and union nominee Miller Stewart, both of Toronto.

Settlements before Conciliation Boards

1. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L. G., Sept., p. 545).

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions, and Newfoundland) and the Brotherhood of Locomotive Firemen and Enginemen (L. G., Sept., p. 545).

Conciliation Board not Appointed

1. Trove Transport Limited (Maintenance Division), Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L. G., Sept., p. 544).

Strike Action

1. Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (strike commenced July 18) (L. G., Sept., p. 545).

Strike Terminated by Mediation

1. St. Lawrence Seaway Authority (Operational Maintenance Group, Construction Branch, Cornwall Headquarters Bargaining Unit) and the Canadian Brotherhood of Railway, Transport and General Workers (strike terminated July 15) (W. P. Kelly acted as mediator) (L. G., Sept., p. 545).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Legal Decisions Affecting Labour

British Columbia Supreme Court has held that locals of international unions are not bound by CLC constitution regarding settlement of jurisdictional disputes.

Mr. Justice Smith, a County Court Judge of the British Columbia Supreme Court, decided in a judgment of December 6, 1967 not to grant an application for an injunction that would have the effect of halting certification proceedings before the B.C. Labour Relations Board.

Mr. Justice Smith found that, in the case of jurisdictional dispute where a local of one international union applies for certification in respect of a unit of employees already represented as bargaining agent by a local of another international union, the certified local has no right to an injunction to prevent the certification proceedings from continuing. For, although the two international unions, as affiliates of the Canadian Labour Congress, may be bound by the provisions for settling jurisdictional disputes contained in the CLC Constitution, the locals of the international unions are not bound to do likewise. In the absence of this right between locals, there is no basis for an injunction.

Jurisdictional Dispute

Local 168 of the Labourers' International Union of North America had applied to the British Columbia Labour Relations Board for certification as bargaining agent for nine units of employees that were at that time represented by Local 1105 of the United Steelworkers of America.

The Steelworkers' local sought an interlocutory injunction restraining the B.C. Board and its members from dealing with the nine applications, and, as well, restraining the Labourers' local from, as Mr. Justice Smith put it, "raiding".

Injunction Against Board Not Granted

In considering the application to enjoin the B.C. Labour Relations Board, Mr. Justice Smith stated that the Board, although subject to the jurisdiction of the B.C. Supreme Court by way of prerogative writs, is not a suable entity. Even if the Board were a suable entity, there could be no action taken by the Steelworkers' local against the Board. This is because, in order to found a basis for injunctive relief, the Steelworkers' local would have to establish some right it possessed as against the Board.

In the view of Mr Justice Smith, the Steelworkers' local had not established this required basis for relief. The application against the B.C. Labour Relations Board and its members was therefore dismissed.

Injunction Against Local Not Granted

Turning to the application for an injunction restraining the Labourers' local from "raiding", Mr. Justice Smith said that the basic position presented by the Steelworkers on this point was that:

- there was a contractual relationship between Local 1105 of the United Steelworkers of America and Local 168 of the Labourers' International Union of North America; and
- this relationship between the Steelworkers' local and the Labourers' local was the source of the right entitling the Steelworkers' local to seek injunctive relief in the courts against the actions of the Labourers in applying to be certified for the nine units.

Mr. Justice Smith delved into the facts underlying this argument. Both the United Steelworkers of America and the Labourers' International Union of North America, that is to say, the parent organizations, are affiliates of the Canadian Labour Congress. The litigants in the case at bar, however, were both locals of these two unions. The Steelworkers' and Labourers' locals were not, and, according to Mr. Justice Smith's reading of Art. III, Sec. 1 of the CLC Constitution, could not—as locals—acquire the status of members of the Canadian Labour Congress. Mr. Justice Smith, summarizing the relevant provisions of the CLC Constitution, said:

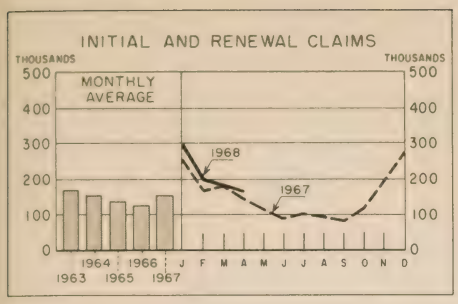
> The Constitution provides, by Art. III, Sec. 5, that what I am here calling, for brevity, raiding, is, as between affiliates of the Congress, wrongful, and subsequent sections of the same article provide machinery by way of complaint, appointment of a mediator, and, failing his success, appointment of an impartial umpire, for the solving of disputes arising under Sec. 5.

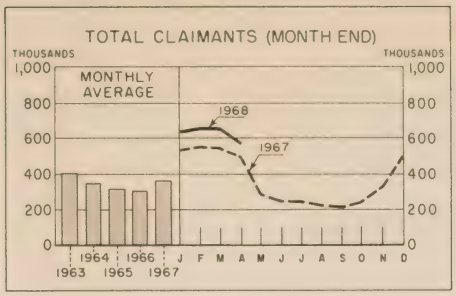
Mr. Justice Smith noted that the parent body of the Steelworkers' local had already invoked this procedure; the Canadian Labour Congress had appointed a mediator who was, at that time, endeavouring to settle this jurisdictional dispute.

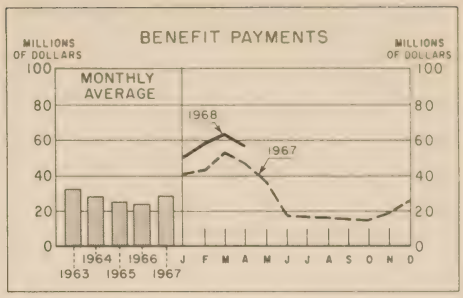
It was seen that, by applying for an interlocutory injunction, the Steelworkers' local was seeking to maintain the *status quo*, prevent further raiding and avoid certification of the Labourers' local until "labour sets its own house in order". Mr. Justice Smith wholly supported the concept of labour itself providing machinery for the solution of its own jurisdictional disputes.

The facts, however, brought Mr. Justice Smith to the conclusion that, in this case, no practical application of the principle relating to the right to injunctive relief was possible. It was found that correspondence to and from the Canadian Labour Congress involved the parent organizations, not the locals that were parties in this application for an injunction. Mr. Justice Smith reasserted that it was the parent organizations that are affiliates of the Canadian Labour Congress. He found no evidence that either the Steelworkers' or the Labourers' local was bound by the affiliation of its parent body with the Canadian Labour Congress. Thus, no basis was provided for concluding that there was any contractual right between Steelworkers' local and the Labourers' local. "In the absence of such right," Mr. Justice Smith concluded, "the law affords no remedy." The application for an interlocutory injunction against Local 168 of the Labourers' International Union of North America was dismissed. *United Steelworkers of America, Local 1105 v. Tunnel & Rock Workers Union, Local 168 et al.* (1968) 66 D.L.R. (2d), Part 1, p. 94.

Legislation Branch







Unemployment Insurance Report — April

Claimants for unemployment insurance benefit totaled 575,000 on April 30, 1968, a decline of 12 per cent from the 657,000 recorded on March 29. This figure represented an increase of 17 per cent from 492,000 recorded on April 28, 1967.

Both regular and seasonal benefit claimants decreased from the previous month. Regular benefit claimants decreased by 15 per cent, and seasonal by 6 per cent. This is the result of seasonal improvement in the demand for labour as well as the depletion of seasonal benefit.

Male claimants accounted for 88 per cent of the monthend decrease. This number dropped by 72,000 or 15 per cent from the previous month. Female claimants declined by 10,000 or 6 per cent.

Of those recorded on claim on April 30, about 27 per cent were on claim for one to four weeks. Almost three quarters of these were males. The number in this category decreased by 15 per cent from the previous month—males by 16 per cent and females by 11 per cent.

A total of 166,000 initial and renewal claims for benefit were filed in local offices across Canada during April. About 70 per cent of the claims received were from persons separated from employment during the month. This proportion was 73 per cent in March.

The average weekly number of beneficiaries was estimated to be 472,000 for April, 600,000 for March and 461,000 for April 1967. Benefit payments totaled $56.3 million in April, $63.7 million in March and $47.2 million in April 1967. The average weekly benefit payment was $26.52 during April, $26.55 during March and $25.63 during April 1967.

There was a 12-per-cent average decrease in the monthend claimant count from the previous month in all provinces, although the decrease was lower in Quebec, Alberta and Manitoba. Manitoba and Alberta recorded a slight increase in the number of female claimants.

In the Atlantic region, the proportion of claimants who were receiving seasonal benefit continued to be well above the average rate. About 27 per cent of all claimants were receiving seasonal benefit, but in the Atlantic region, this figure was more than 40 per cent.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Summary Table

Activity	*April 1968*	*March 1968*	*April 1967*	*Cumulative Data 1968: January to April*	*Cumulative Data 1968: 12 months ending April*
			(in thousands)		
Insured population as at monthend	—	4,817	4,763	—	—
Initial and renewal claims filed					
Total	166	183	148	843	1,905
Initial	125	138	111	643	1,404
Renewal	41	45	37	200	501
Claimants currently reporting to local offices	575	657	492	631*	401*
Regular benefit	420	491	360	—	—
Seasonal benefit	155	166	132	—	—
Fishing	11	21	15	—	—
Beneficiaries (weekly average)	472	600	461	503*	294*
Weeks compensated	2,125	2,400	1,842	8,662	15,337
Benefit paid	$56,345	$63,705	$47,212	$230,363	$397,716
Average weekly benefit	$26.52	$26.55	$25.63	$26.60	$25.93

*Monthly average.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance Report — May

Claimants for regular unemployment insurance benefit totaled 321,000 on May 31, 1968. This was 40,000, or 14 per cent, more than the 281,000 recorded a year ago. The yearly rate of increase was one half of that a year ago when the number of claimants exceeded the May 31, 1966 figure by 29 per cent.

Because the seasonal benefit period terminated on May 18, the April and May monthend claimant counts are not comparable. Of the 575,000 claimants recorded on April 30, about 155,000 were identified as claimants for seasonal benefit and 420,000 for regular. Males accounted for 95 per cent of the monthly decrease in the count of claimants for regular benefit. Fewer than two thirds of the end-of-May claimants were male, compared with 70 per cent at the end of April. The decline in the proportion of men is associated with the seasonal upturn in employment in industries such as construction, transportation and primary industries, where the majority of employees are men.

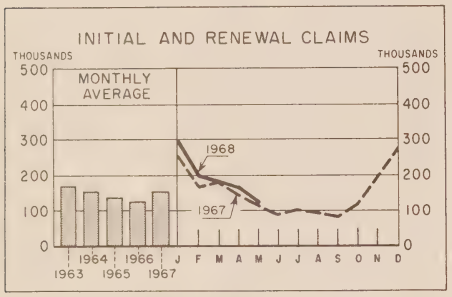
A total of 124,000 initial and renewal claims were filed in the local offices across Canada during May. This was 25 per cent fewer than the 166,000 received in April, but exceeded, by 6 per-cent, the 117,000 received in May 1967.

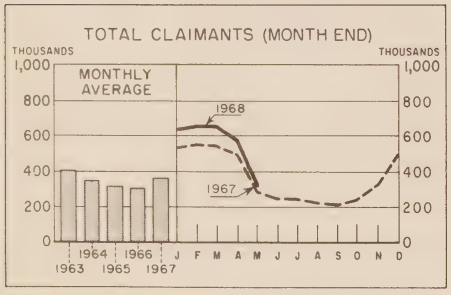
The decrease in claims filed during the month can be partially attributed to the termination of the seasonal benefit period on May 18. This can be seen in the sharp reduction of 33,000 initial claims since April, which accounted for almost four fifths of the reduction in the total of initial and renewal claims during the month.

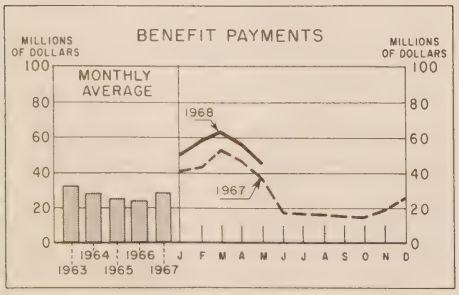
The average weekly estimate of beneficiaries was 395,000 in May, 472,000 in April and 294,000 in May 1967. Benefit payments were $46.3 million during May, compared with $56.3 million for April and $37.2 million for May 1967. The average weekly payments for these dates were $26.01, $26.52 and $25.28.

All provinces west of New Brunswick shared in the increase in the claimant count since May 31, 1967. This year, there were fewer male claimants in each of the Atlantic provinces, and, with the exception of Nova Scotia, a drop in the total claimant count. Manitoba, which ranked highest in the percentage increase since last year, was the only province to record fewer claimants at the end of May 1967 than on May 31, 1966.

The monthly decrease in the volume of claims filed was general throughout the country. A small increase since the May 1967 claim load was reported in most provinces. Initial and renewal claims were slightly fewer this year in Prince Edward Island, whereas in Nova Scotia and New Brunswick there was a small decrease in initial claims. In Quebec, an increase in the number of initial claims was offset by a decrease in renewals.







Summary Table

Activity	*May 1968*	*April 1968*	*May 1967*	*Cumulative Data* *January to May 1968*	*Cumulative Data* *12 months ending May 1968*
		(in thousands)			
Insured population as at monthend	—	4,853	4,684	—	—
Initial and renewal claims filed					
Total	124	166	117	967	1,912
Initial	92	125	86	735	1,410
Renewal	32	41	31	231	502
Claimants currently reporting to local offices	321†	575	281	569*	404*
Regular benefit	321	420	281		
Seasonal benefit	—	155	—		
Fishing	—	11	—		
Beneficiaries (weekly average)	395	472	294	481*	303*
Weeks compensated	1,779	2,124	1,471	10,441	15,645
Benefit paid	$46,278	$56,345	$37,192	$276,641	$406,802
Average weekly benefit	$ 26.01	$ 26.52	$ 25.28	$ 26.50	$ 26.00

*Monthly average.

†Seasonal benefit is not payable in respect of unemployment occurring after mid-May, hence in total, April and May are not comparable.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2755

A married claimant registered for work as a hairdresser and filed an application for benefit. She had been last employed as a hairdresser at a salary of $10 a day for three weeks. She was then laid off six weeks prior to the expected date of termination of her pregnancy. Six weeks after, she wanted to return to work, but the Unemployment Insurance Office could not find her a job. Child care arrangements were confirmed and her claim for unemployment insurance was allowed.

The claimant a week later was offered continuing employment as a hairdresser at a beauty salon, at a salary of $1 an hour plus 50 per cent commission. This was the prevailing rate of pay for the district. Because she did not accept this employment, she was disqualified from receiving benefit for six weeks. The reasons she gave for refusing the job were that she would receive only $40 a week for more than 40 hours of work. She believed that the minimum wage was $1.25 an hour, and would not accept anything less. She was previously getting $50 a week.

The insurance officer told the board of referees that the minimum wage applicable was $1 an hour, according to the Canada Manpower Centre. He added that her demand of $1.25 an hour plus commission precluded any probability of finding employment even with the current shortage of hairdressers.

The board of referees heard the claimant's appeal and, by majority decision, maintained the disqualification and dismissed the appeal. The employee-member of the board dissented on the grounds that the claimant was justified in refusing the employment offered, because the conditions "do not meet the requirements of the minimum wage laws."

The local insurance office later pointed out that:

- the prevailing rate of wages in the area according to the Minimum Wage Act, is $1 an hour;
- shop owners are required to pay operators an hourly rate for periods they are actually working and have appointments booked; and
- in order to receive commission, the operator must take in double the guaranteed wage ($40 a week), so is paid 50 per cent commission for any amount over and above $80 a week.

The claimant then appealed to the umpire. She pointed out that she was not told that her wage would be $1 an hour, but understood that she would be paid $40 a week. She acknowledged her misunderstanding concerning the minimum wage, but added that she didn't see why she should have to work for $40 a week, when she would have had to work for more than 40 hours.

The local office manager stated that the owner of the beauty salon could not guarantee exactly 40 hours work each week, but she thought that fluctuations in weekly hours would even it out.

In his appeal decision, the umpire pointed out that, as the employment offered to the claimant was at a rate of earnings not lower and on conditions not less favourable than those prevailing for the same type of work, it was suitable employment within the meaning of the Unemployment Insurance Act.

He did not accept the claimant's objection to the rate of earnings, which was her sole grounds of appeal, as a valid reason for refusing the employment. He agreed with the decision of the majority of the board of referees that the claimant had refused, without good cause within the meaning of the Act, to accept the suitable employment that was offered to her.

The appeal was therefore dismissed.

Court upholds amendment to U.S. labor act

The U.S. Supreme Court ruled on June 11 that non-administrative, non-executive and non-professional employees of schools, hospitals and related institutions must receive the minimum wage and overtime provisions of federal law.

Rejecting a challenge from 28 states that their rights were being threatened by a breach of the 10th amendment to the Constitution, the judges, in a 6-to-2 decision upheld a 1966 amendment to the Fair Labor Standards Act.

Labour conditions in schools and hospitals, they decided, do affect interstate commerce, and the federal Government's authority did not diminish simply because a state rather than a private firm was involved.

Employment Review For July

Employment rose by 189,000 to 7,952,000 in July, and was 111,000 more than in the same period a year ago.

The labour force, at 8,323,000, was 165,000 higher than in June, and 198,000, or 2.4 per cent, higher than in July 1967.

Unemployment decreased by 24,000 to 371,000 from 395,000 in June, but was 87,000 higher than in July 1967.

Unemployment in July represented 4.5 per cent of the labour force, compared with 3.5 per cent in July 1967 and 3.1 per cent in July 1966.

Employment

Employment, at 7,952,000, increased by 189,000 between June and July.

Among persons of 20 years of age and over, employment declined during July as many married women moved out of the labour force during the school holiday period.

About two thirds, or 124,000, of the increase in employment was in non-agricultural industries; farm employment increased by 65,000. Increases were recorded in: trade, 45,000; construction, 34,000; transportation, communication and other utilities, 19,000; and community, business and personal services, 18,000. Employment in manufacturing registered a decrease of 22,000.

Year-to-year increases in employment were recorded in British Columbia, 4.2 per cent, the Prairies, 2.3 per cent, and Ontario, 2.1 per cent. There was little change in the Atlantic region and Quebec.

Unemployment

Unemployment, at 371,000, was 24,000 lower than in June, but was 87,000 higher than in July 1967. Of the total unemployed in July, 123,000, or 33 per cent, were unemployed for less than one month. Of the remainder, 147,000, or 40 per cent, were unemployed for one to three months, and 101,000, or 27 per cent, for four months or more.

100th anniversary marked by TUC in Britain

Britain's Trades Union Congress celebrated its 100th anniversary in September when over 1,000 delegates, representing some 8.9 million trade unionists, attended the 100th congress in Blackpool.

The first meeting was held in Manchester in June 1868, and attended by 34 delegates representing less than 120,000 trade unionists. The TUC, with about 350 unions directly or indirectly affiliated, now represents nine-tenths of all British trade unionists.

Publications Received

In the Department of Labour Library

List No. 235

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1967. Report no. 11.* Ottawa, Queen's Printer, 1968. Pp. 211.

Text in English and French.

CANADA. MINISTRE DU TRAVAIL. DIRECTION DE L'ÉCONOMIQUE ET DES RECHERCHES. *Conditions de travail dans l'industrie canadienne. Rapport no. 11.* Ottawa, Imprimeur de la Reine, 1968. Pp. 211.

Texte en français et en anglais.

2. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1967.* Winnipeg, 1968. Pp. 16.

Appendix to Annual Report for the Calendar Year 1967: Statistical Analyses of Settled Accidents. Winnipeg, 1968. Pp. 16.

3. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Statistical Analysis of Accidents reported during the Year 1967.* Winnipeg, 1968. Pp. 17, 17.

4. SOCIAL SCIENCE RESEARCH COUNCIL. *Annual Report, 1966-1967.* New York [1968 ?]. Pp. 110.

5. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The 1968 Economic Report of the President; Hearings before the Joint Economic Committee, Congress of the United States, Ninetieth Congress, Second Session.* Washington, GPO, 1968. 4 parts.

Hearings held February 5 to 21, 1968.

6. U.S. PRESIDENT. *Canadian Automobile Agreement; First Annual Report of the President to the Congress on the Implementation of the Automotive Products Trade Act of 1965.* [Jan. 18, 1965-Dec. 31, 1966]. Washington, GPO, 1967. Pp. 85.

Report printed for the use of the Committee on Finance, U.S. Senate.

Appendixes of First report contains text of Automobile agreement, etc.

7. U.S. PRESIDENT. *Manpower Report of the President; including a Report on Manpower Requirements, Resources, Utilization, and Training, by the United States Department of Labor.* Transmitted to the Congress, April 1968. Washington, GPO, 1968. Pp. 323.

Automation

8. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF RESEARCH. *Labor looks at Automation.* [December 1966. Washington, 1966]. Pp. 36.

9. INTERNATIONAL GRAPHICAL FEDERATION. *Technical Conference, Minutes of Proceedings, Monday 25th and Tuesday, 26th September, 1967, TUC Centre. London.* Berne, 1967. Pp. 84.

The conference was concerned with technological changes in the printing industry.

Business

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; an Economic Analysis of Developments in the Mid-1960's under the Merger Act of 1950, by Betty Bock.* 6th ed. New York, 1968. Pp. 215.

This report considers the complaints, consent orders, and decisions of U.S. antitrust law enforcement agencies and the courts from the beginning of 1951 until July 1, 1967, with particular attention to the 1966-1967 (June) period.

11. U.S. OFFICE OF BUSINESS ECONOMICS. *Business Statistics, 1967; a Supplement to the Survey of Current Business.* 16th biennial edition. Washington, GPO, 1968. Pp. 262.

12. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers; Annual no. 13.* Edited by

Jean B. MacArthur. Washington, GPO, 1967 [i.e. 1968]. Pp. 100.

Partial contents: How do you know what your business is worth? Easy-to-make flip charts provide selling tools. Collecting past due accounts without losing customers. Designing small plants for economy and flexibility. The ABC's of borrowing. How to write a job description. Is your cash supply adequate? Financial audits: a tool for better management.

Economic Conditions

13. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Ireland.* [March, 1968]. Paris, 1968. Pp. 29.

14. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Spain.* [July 1967]. Paris, 1967. Pp. 51.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Turkey.* [July 1967]. Paris, 1967. Pp. 41.

16. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1966; the European Economy in 1966.* New York, United Nations, 1967. 1 vol. (various pagings).

Great Britain. Royal Commission on Trade Unions and Employers' Associations.

The following three research papers were prepared for the Royal Commission.

17. McCARTHY, WILLIAM EDWARD JOHN. *Shop Stewards and Workshop Relations; the Results of a Study undertaken by the Government Social Survey for the Royal Commission on Trade Unions and Employers' Associations*, by W. E. J. McCarthy and S. R. Parker. London, HMSO, 1968. Pp. viii, 158.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 10.

Contains the preliminary results of the first nation-wide survey of workshop relations in Great Britain. This report is based on nearly 4,000 personal interviews with trade unionists, non-unionists, shop stewards, full-time trade unions officers and management representatives.

The survey was designed to provide information on these four topics:

1. negotiation and representation at workshop level; 2. the role of trade unions in workshop relations; 3. the role of employers' associations; and, 4. other aspects of workshop relations.

18. MARSH, ARTHUR IVOR. *Disputes Procedures in Britain*, by A. I. Marsh and W. E. J. McCarthy. London, HMSO, 1968. Pp. xvi, 121.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 2, pt. 2.

"... An examination is made of the operation of five sets of procedural agreements, in the engineering, papermaking and boardmaking, chemicals, building, and coalmining industries, leading to tentative conclusions about their appropriateness and acceptability. In the concluding chapter, it is argued that the Commission might usefully recommend the creation of a permanent body that would consider the adequacy of particular procedures in British industry, with the aim of encouraging desirable reforms."

19. WHYBREW, EDWARD GRAHAM. *Overtime Working in Britain; a Study of its Origins, Functions and Methods of Control.* London, HMSO, 1968. Pp. vi, 96.

Great Britain. Royal Commission on Trade Unions and Employers' Associations. Research papers, 9.

This pamphlet examines the increasing amount of overtime working in Great Britain and the reasons for it. It points out that a lot of overtime is worked for non-productive reasons, that manpower is not always used efficiently, and that unsatisfactory work practices have developed. In the concluding chapter, the author suggests three ways of controlling overtime: by exhortation, by acting on wage payments, and by legislation.

Industrial Relations

20. BIELSTEIN, ROLLAND M. *The Practical Approach to Industrial Relations for Technically Trained Managers and Line Supervisors.* [Bellaire, Texas, MMS Publishers], c1965. Pp. 109.

21. INTERNATIONAL LABOUR OFFICE. *Consultation and Co-operation between Employers and Workers at the Level of the Enterprise; Outline of the Regulations in Force in Eleven European Countries.* Report drawn up in collaboration with the Organization for Economic Co-operation and Development. Geneva, 1962. Pp. 79.

At head of title: International Labour Organization.

22. KOTHE, CHARLES ALOYSIUS. *Individual Freedom in the Non-Union Plant; toward a Better Understanding of the Question of Representation.* [3d ed.]. New York, Industrial Relations Dept., National Association of Manufacturers, 1967. Pp. 205.

The author was Vice President, Industrial Relations, of the National Association of Manufacturers from 1960 to 1966. In this book, he outlines some of the matters to be considered by management when a union organizing campaign develops. References are made in the text to American labour legislation and to the part played by the National Labor Relations Board in the supervision of an election in a plant.

23. TABB, JAY YANAI. *Personnel Relations in a Growing Enterprise: a Case Study of an Israeli Undertaking.* Geneva, International Labour Office, 1962. Pp. iii, 107.

Labour Organization

24. CANADIAN LABOUR CONGRESS. EXECUTIVE COUNCIL. *Report to the 7th Constitutional Convention, Toronto, Ontario, May, 1968.* Ottawa, 1968. Pp. 114.

25. EDITORIAL RESEARCH REPORTS. *Organization of Public Employees*, by Hoyt Gimlin. Washington, 1967. Pp. 783-800.

This report deals with the organization of public employees such as school teachers, state and federal government employees, municipal employees, and others. The author comments on the question of the right to strike, and on collective bargaining.

26. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Tenth Annual Report to the Membership of the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), 1967.* Detroit, 1968. Pp. 30.

The Public Review Board, set up in 1957, examines the Union's ethical practices and gives members the right to appeal from decisions made by local unions and other subordinate bodies and by the International Executive Board. This report covers the calendar year 1967. Twenty cases were before the Board, of which sixteen were acted upon and four were pending disposition as of December 31, 1967.

27. *Labor in America: the Union and Employer Responses to*

the Challenges of Our Changing Society; Proceedings of a Conference of May 19 and 20, 1966. Edited by Lafayette G. Harter, Jr. and John Keltner. Corvallis, Oregon State University Press [1966 or 67]. Pp. 144.

"Sponsored by the Committee to Organize an Oregon Chapter of the Industrial Relations Research Association, jointly with the Departments of Economics and Speech, School of Humanities and Social Sciences, Oregon State University."

Contents: The process of collective bargaining, by Vernon Jensen. Labour unions and the changing technology, by J. Paul St. Sure. Labor unions and equal opportunity: collective bargaining and minority employment, by Ray Marshall. Labor unions and the poverty program, by Brendan Sexton. Labor unions and the government, by Arthur Ross.

28. LYND, G. E., pseud. *The Politics of African Trade Unionism.* New York, Praeger, c1968. Pp. 198.

"G. E. Lynd is the nom de plume of an author who has had wide experience in the field of international labor affairs, both in and out of government."

In 1964-1965, the author received a Rockefeller Fellowship grant which enabled him to travel extensively in Africa in order to do research for this book. The book examines the relationship of certain African labour unions and trade union leaders with their governments and also considers the role of Western and Communist international labour unions in African Trade union affairs.

29. SAUNDERS, GEORGE S. *Labour Unions, Collective Bargaining and Inflation:* [*address to*] *Thirteenth Annual Congress of the Commerce Students of Quebec. Montreal, December 3, 1966.* Ottawa, Canada Dept. of Labour, Economics and Research Branch, 1966. Pp. 18, [1].

Labour Supply

30. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *A Report to the Canadian People on Manpower Development.* [Toronto, 1968 ?] 1 v. (unpaged).

English and French, the latter inverted and with special title page.

In this report, the Canadian Association for Adult Education assesses and criticizes the provisions and the operation of the Adult Occupational Training Act through which the Federal Government administers manpower training.

31. GORDON, ROBERT AARON. *The Goal of Full Employment.* New York, Wiley, c1967. Pp. 204.

Contents: The facts and the issues. The aggregative goals of economic policy. Full employment as a policy goal. Aggregative and structural full employment. The pattern of unemployment: some problems of measurement. Changing patterns of unemployment in the United States. Towards full employment.

32. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE. 3rd, 1965. *Labour Shortages—Problems, Implications, Shortages: Proceedings of the Third Annual Study Conference for Senior Management, held at the Mawson Theatre, the University of Adelaide, Wednesday, 25th August, 1965.* [Adelaide, Australian Institute of Management, Adelaide Division, 1966 ?]. Pp. 40.

This conference was conducted jointly by the Australian Institute of Management, Adelaide Division, and the Commerce Department of the University of Adelaide.

Partial contents: Problems and implications, by R. T. Appleyard. Tapping new sources of labour, by Hon. William McMahon. Making the best use of existing labour sources, by S. E. Barratt.

33. WOLFLE, DAEL LEE. *Can Professional Manpower Trends be predicted?* Washington, U.S. Dept. of Labor, Manpower Administration, 1967. Pp. 29.

Seminar on Manpower Policy and Program. Proceedings.

"Condensed transcript of the seminar held in Washington, D.C., May 18, 1967."

Dr. Wolfle talked about problems that exist in trying to predict future professional manpower supply and demand and he suggested some studies of the problem that could be made. A discussion period followed the talk.

Labouring Classes

34. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and Their Administration: Proceedings, 50th Convention of the International Association of Governmental Labor Officials, Denver, Colo., July 10-14, 1967.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1968. Pp. 257.

35. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 3, November 1967.* Geneva, 1967. Pp. 164.

Partial contents: Incomes policies for developing countries? By T. J. M'boya. Economic reforms in the European socialist countries. The new economic system and management development in Czechoslovakia, by Z. Mosna. Some observations on comparative studies, by John Porter. The comparative study of industrial relations, by Kenneth F. Walker.

36. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 4, February 1968.* Geneva, 1968. Pp. 183.

Partial contents: The future of industrial relations in Western Europe: approaches and perspectives. Computerization of information retrieval in the field of industrial relations, by G. K. Thompson. International Industrial Relations Association.

37. LABOUR COLLEGE OF CANADA. *Report of the Fifth Term. June 18-August 11, 1967.* Montreal, 1968. Pp. 32.

Text in English and French.

The Labour College of Canada, chartered in 1963 as an independent institution, operates in Montreal under the sponsorship of the Université de Montréal, McGill University and the Canadian Labour Congress.

COLLÈGE CANADIEN DES TRAVAILLEURS. *Rapport de la cinquième session, 18 juin-11 août 1967.* Montréal, 1968. Pp. 32.

Texte en français et en anglais.

"Le College Canadien des Travailleurs a obtenu en 1963 une charte d'institution indépendente. Il opère grâce à la coopération de l'Université de Montréal, de McGill University et du Congrès du Travail du Canada."

38. *The Labor Movement, a Re-examination; a Conference in Honor of David J. Saposs, January 14-15, 1966* [*sponsored by*] *Industrial Relations Research Institute* [*and*] *Department of Economics* [*of*] *the University of Wisconsin, and the State Historical Society of Wisconsin.* Edited under the direction of Jack Barbash. Madison, University of Wisconsin, c1967. Pp. vii, 162.

"David J. Saposs, a chronology": p. 156-157.

"A bibliography of the works of David J. Saposs, compiled by Esther Thelen": p. 158-162.

Partial contents: Labor statistics in the American economy, by Ewan Clague. Labor views on industrial democracy, 1865-1964: a sketch, by Milton Derber. The international posture of the American labor movement: the relevance of American experience to world labor problems, by Alice H. Cook. Conflict and integration in trade union development, by Everett M. Kassalow. A political theory of the labor movement, by Gus Tyler. American labor's origins and ideology, by Philip Taft. David J. Saposs and the Wisconsin School, by Jack Barbash. The labor movement: a look backward and forward,

by David J. Saposs. Toward an understanding of "the public interest" in collective bargaining, by Harold S. Roberts.

39. NEW ZEALAND. ROYAL COMMISSION TO INQUIRE INTO AND REPORT UPON WORKERS' COMPENSATION. *Compensation for Personal Injury in New Zealand; Report.* Wellington, Government Printer, 1967. Pp. [254].

Hon. Arthur Woodhouse, chairman.

The Commission was appointed "to receive representations upon, inquire into, investigate, and report upon the law relating to compensation and claims for damages for incapacity or death arising out of accidents (including diseases) suffered by persons in employment and the medical care, retraining, and rehabilitation of persons so incapacitated, and the admistration of the said law, and to recommend such changes therein as the Commission considers desirable . . ."

40. REHMUS, CHARLES MARTIN, ed. *Labor and American Politics; a Book of Readings*, edited by Charles M. Rehmus and Doris B. McLaughlin. Ann Arbor, University of Michigan Press, 1967. Pp. ix, 461.

Concerns the involvement of American labour in politics from the early 1800's up to the present time.

41. SCHNEIDERMAN, ROSE. *All for One*, by Rose Schneiderman, with Lucy Goldthwaite. New York, Paul S. Eriksson, inc., c1967. Pp. 264.

An autobiography.

Miss Schneiderman was active in the American trade union movement for many years. She was president of the Women's Trade Union League of New York, active in the National Women's Trade Union League of America, an organizer for the International Ladies' Garment Workers' Union, a worker for women's suffrage, and a one-time secretary of the New York State Department of Labor. Miss Schneiderman was a friend of many distinguished Americans and has interesting stories to tell about President and Mrs. Franklin D. Roosevelt, both of whom she first met in the early 1920's.

42. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-Hour. Selected Industries, 1939 and 1947-66.* Washington, GPO, 1968. Pp. 99.

Wages and Hours

43. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Remuneration of Solicitors.* London, HMSO, 1968. Pp. 65.

44. U.S. BUREAU OF LABOR STATISTICS. *Wage Calendar, 1968.* Washington, GPO, 1968. Pp. 67.

Most of the information in this Bulletin is presented in tabular form. Information is given about collective agreements expiring in 1968, including collective agreements by industry, and about deferred wage increases and cost-of-living escalation in major contracts.

Miscellaneous

45. AFRICAN TRADE UNION CONFEDERATION. *African Socialism and its Application to Planning in Kenya.* [Dakar, Senegal, n.d., 1965 ?]. Pp. 68.

At head of title: An ATUC fact sheet.

46. CANADA. DEPARTMENT OF THE SECRETARY OF STATE. CANADIAN CITIZENSHIP BRANCH. *The Canadian Family Tree.* Ottawa, Queen's Printer, 1967. Pp. 354.

Published in co-operation with the Centennial Commission.

An introductory history of the various ethnic groups that make up the population of Canada, commenting on their contributions to the development of the country.

47. DANIEL WILLIAM W. *Racial Discrimination in England; based on the PEP report.* With an introduction by Mark Abrams. [Harmondsworth, Eng.]. Penguin Books [1968]. Pp. 251, [2], 18, [1].

"This book is based on the PEP report *Racial Discrimination in Britain*, which was released in April 1967."

Deals with racial discrimination in England with reference to employment, housing, and the provision of services. The experiences of white immigrants, such as Hungarians and Cypriots, are compared to the experiences of West Indian and Asian immigrants. The original survey on which this study was based covered 1,000 people from four minority groups, West Indian, Pakistani, Indian and Cypriot, and included interviews with people in a position to discriminate.

48. FRIEDMAN, MILTON. *Capitalism and Freedom*, With the assistance of Rose D. Friedman. Chicago, University of Chicago Press, 1962. Pp. 202.

Contents: The relation between economic freedom and political freedom. The role of government in a free society. The control of money. International financial and trade arrangements. Fiscal policy. The role of government in education. Capitalism and discrimination. Monopoly and the social responsibility of business and labour. Occupational licensure. The distribution of income. Social welfare measure. Alleviation of poverty.

49. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Distributors' Margins in Relation to Manufacturers' Recommended Prices.* London, HMSO, 1968. Pp. [14].

Its Report no. 55.

50. HOLLISTER, ROBINSON GILL. *A Technical Evaluation of the First Stage of the Mediterranean Regional Project.* Paris, OECD, 1967. Pp. 188.

'The Mediterranean Regional Project [was] an attempt by the six OECD Mediterranean countries [Greece, Italy, Portugal, Spain, Turkey and Yugoslavia] to relate education to economic growth and social advancement.' This report evaluates the six country studies that were made under the Project.

51. LEVITAN, SAR A., ed. *Towards Freedom from Want.* Editors: Sar A. Levitan, Wilbur J. Cohen [and] Robert J. Lampman. [1st ed. Madison, Wis.], Industrial Relations Research Association [1968]. Pp. viii, 243.

Partial contents: Social assistance, social subsidies and social services to underwrite the essentials. Economic security for the aged, sick and disabled: some issues and implications. Unemployment insurance and income maintenance. Private supplementation of public unemployment benefits. Income security through a tax-transfer system. The minimum wage and poverty.

STATISTICS SECTION

Current Labour Statistics

Principal Items	*Date*	*Amount*	*Percentage Change From*	
			Previous Month	*Previous Year*
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	July 20	8,323	+ 2.0	+ 2.4
Employed	July 20	7,952	+ 2.4	+ 1.4
Agriculture	July 20	656	+11.0	− 3.8
Non-agriculture	July 20	7,296	+ 1.7	+ 1.9
Paid workers	July 20	6,825	+ 2.0	+ 2.4
At work 35 hours or more	July 20	5,793	− 9.5	+ 1.1
At work less than 35 hours	July 20	945	−10.0	+11.2
Employed but not at work	July 20	1,214	+284.2	− 3.9
Unemployed	July 20	371	− 6.1	+30.6
Atlantic	July 20	37	0.0	+27.6
Quebec	July 20	130	− 9.1	+22.6
Ontario	July 20	120	− 7.0	+29.0
Prairie	July 20	41	+13.9	+78.3
Pacific	July 20	43	−14.0	+30.3
Without work and seeking work	July 20	351	− 7.9	+34.0
On temporary layoff up to 30 days	July 20	20	+42.9	− 9.1
INDUSTRIAL EMPLOYMENT (1961 = 100)	April	119.0	+ 0.8	− 0.3
Manufacturing employment (1961 = 100)	April	120.1	+ 0.6	− 1.3
IMMIGRATION	1st 6 months	85,339	—	−21.7
Destined to the labour force	1st 6 months	44,907	—	−25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	137	− 9.9	+31.7
No. of workers involved	July	62,069	+34.3	+74.9
Duration in man-days	July	867,810	+59.4	+179.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	April	$108.97	+ 1.3	+ 6.5
Average hourly earnings (mfg.)	April	2.56	+ 2.0	+ 7.6
Average hours worked per week (mfg.)	April	40.7	+ 1.5	+ 0.5
Average weekly wages (mfg.)	April	$104.26	+ 3.6	+ 8.0
Consumer price index (1949 = 100)	July	155.6	+ 0.6	+ 3.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)	April	117.3	+ 3.6	+ 3.7
Total labour income (thousands of dollars)	May	2,903	+ 2.9	+ 8.0
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	May	161.7	+ 2.5	+ 5.8
Manufacturing	May	162.2	+ 3.2	+ 5.8
Durables	May	185.0	+ 4.8	+ 6.8
Non-durables	May	143.6	+ 1.6	+ 5.0
NEW RESIDENTIAL CONSTRUCTION†				
Starts	June	18,190	+ 8.3	+ 4.4
Completions	June	8,952	−30.4	+11.7
Under construction	June	91,403	+11.1	+24.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A — Labour Force

TABLE A-1—Regional Distribution, Week Ended July 20, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,323	688	2,338	3,077	1,383	837
Men	5,771	488	1,648	2,091	972	572
Women	2,552	200	690	986	411	265
14-19 years	1,174	106	330	408	211	119
20-24 years	1,256	128	404	415	200	109
25-44 years	3,336	240	952	1,276	522	346
45-64 years	2,334	195	597	889	410	243
65 years and over	223	19	55	89	40	20
EMPLOYED	7,952	651	2,208	2,957	1,342	794
Men	5,500	457	1,549	2,008	943	543
Women	2,452	194	659	949	399	251
Agriculture	656	35	159	163	256	43
Non-agriculture	7,296	616	2,049	2,794	1,086	751
Paid workers	6,825	564	1,899	2,630	1,033	699
Men	4,593	387	1,309	1,753	676	468
Women	2,232	177	590	877	357	231
UNEMPLOYED	371	37	130	120	41	43
Men	271	31	99	83	29	29
Women	100	*	31	37	12	14
PERSONS NOT IN LABOUR FORCE	5,958	647	1,771	2,012	941	587
Men	1,308	173	379	420	201	135
Women	4,650	474	1,392	1,592	740	452

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended July 20, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,281	2,368	4,055	1,121	4,171	1,062	1,504
LABOUR FORCE	8,323	1,174	3,906	996	1,281	743	223
Employed	7,952	1,031	3,804	925	1,257	718	217
Unemployed	371	143	102	71	24	25	**
NOT IN LABOUR FORCE	5,958	1,194	149	125	2,890	319	1,281
PARTICIPATION RATE†							
1968—July 20	58.3	49.6	96.3	88.8	30.7	70.0	14.8
June 22	57.3	41.5	96.4	87.8	31.7	70.7	14.6
UNEMPLOYMENT RATE‡							
1968—July 20	4.5	12.2	2.6	7.1	1.9	3.4	**
June 22	4.8	15.6	2.7	7.8	1.9	3.5	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended July 20, 1968

	July 1968	June 1968	July 1967
	(in thousands)		
TOTAL UNEMPLOYED	371	395	284
On temporary layoff up to 30 days	20	14	22
Without work and seeking work	351	381	262
SEEKING			
Full-time work	312	339	239
Part-time work	39	42	23
Under 1 month	103	170	94
1-3 months	147	109	105
4-6 months	45	46	30
More than 6 months	56	56	33

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication†	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
	Monthly Totals									
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	139.0	2,684.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February*	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March*	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April*	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May†	72.5	758.0	246.5	34.7	216.8	52.7	406.2	939.5	152.0	2,902.7
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	136.3	2,673.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February*	71.0	727.9	242.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March*	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April*	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May†	72.8	757.5	246.1	37.6	216.5	53.5	407.1	941.0	147.2	2,903.0

*Revised †Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 1968, employers in the principal non-agricultural industries reported a total employment of 3,506,918. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January*	118.6	135.6	106.10	119.8	135.3	110.30
February†	117.1	137.0	107.17	117.8	136.5	111.31
March*	118.0	137.5	107.57	119.4	136.7	111.48
April†	119.0	139.3	108.97	120.1	140.1	114.29

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	110.0	108.9	106.4	90.62	91.23	85.70
Newfoundland	112.0	107.8	105.7	100.51	99.53	92.29
Prince Edward Island	111.5	107.1	106.0	74.91	76.29	71.05
Nova Scotia	111.2	109.8	108.7	87.51	87.89	82.94
New Brunswick	107.1	108.6	104.0	89.38	91.36	86.28
Quebec	113.6	112.6	116.8	106.61	105.80	100.57
Ontario	123.5	122.2	123.1	112.70	110.13	105.34
Prairie Region	118.1	117.6	115.5	102.76	102.52	95.07
Manitoba	112.2	111.1	111.4	98.76	98.16	90.10
Saskatchewan	117.3	115.0	113.3	102.08	100.35	94.63
Alberta	123.4	124.2	119.8	106.12	106.67	99.19
British Columbia	124.6	124.0	126.3	119.26	118.52	114.09
CANADA	119.0	118.0	119.3	108.97	107.57	102.32
URBAN AREAS						
St. John's	131.1	129.7	128.2	92.65	86.28	79.67
Halifax	114.5	115.8	111.0	90.04	90.16	84.36
Sydney	99.1	97.2	96.1	93.00	96.05	92.29
Moncton	115.3	112.1	110.4	85.48	85.87	79.47
Saint John	107.9	114.3	105.6	87.17	89.87	83.98
Chicoutimi	103.0	100.6	110.0	124.80	122.03	120.48
Montreal	119.1	118.3	122.5	108.75	107.76	102.39
Quebec	111.5	110.2	113.6	92.55	91.65	86.10
Shawinigan	97.2	93.2	101.4	108.85	109.64	104.74
Sherbrooke	115.1	116.3	114.8	91.99	91.81	86.60
Trois-Rivières	109.1	108.0	117.3	97.81	97.57	93.56
Ottawa-Hull	124.3	123.3	120.6	101.70	101.44	94.87
Belleville	115.2	114.0	114.7	94.75	94.29	88.95
Brampton	259.9	256.6	250.1	110.87	110.00	104.69
Brantford	112.8	125.0	134.3	99.67	101.18	99.47
Fort William-Port Arthur	113.5	112.8	123.2	102.69	103.18	102.13
Guelph	134.5	132.9	133.9	99.66	100.41	94.31
Hamilton	118.6	117.8	121.1	116.22	113.67	108.38
Kingston	120.9	119.6	119.9	106.25	104.59	98.85
Kitchener	143.0	140.3	140.4	99.94	99.05	92.23
London	118.6	117.4	123.8	103.21	101.67	97.42
Niagara Falls	103.7	100.1	109.9	104.36	104.63	100.08
Oshawa	138.4	128.8	137.0	141.58	91.45	118.95
Peterborough	130.0	128.9	133.6	113.08	112.89	108.19
Sarnia	134.4	134.2	135.7	142.47	139.97	137.62
Sault Ste. Marie	116.2	114.6	118.1	123.47	123.54	119.31
Sudbury	112.4	112.1	106.7	129.81	129.93	119.25
St. Catharines	140.7	117.7	135.5	126.26	104.38	113.97
Timmins	75.4	77.2	81.9	98.37	100.48	96.74
Toronto	126.0	125.0	124.6	112.64	111.53	106.31
Welland	107.7	108.9	114.1	126.14	125.20	120.03
Windsor	149.7	144.8	146.3	131.84	121.80	114.42
Winnipeg	114.7	113.7	114.9	92.19	91.67	85.71
Regina	117.2	115.6	113.6	95.30	94.93	92.38
Saskatoon	142.5	142.3	133.6	96.07	95.28	89.07
Calgary	133.6	133.0	131.2	105.92	105.42	98.26
Edmonton	130.5	130.3	125.9	99.66	100.20	93.22
Vancouver	125.9	125.3	126.3	114.18	114.24	109.22
Victoria	119.9	119.8	123.6	103.19	101.16	95.78

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non-commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration††	Total Specified Industries
						(in thousands)						
CANADA												
March 1968†	44.8	118.6	808.3	763.2	302.6	616.6	928.0	266.9	831.4	567.5	266.4	5,514.4
Feb. 1968*	54.1	117.3	804.7	746.3	295.8	617.7	923.0	266.3	827.7	565.5	265.5	5,484.0
March 1967	54.5	116.5	811.2	792.4	310.6	622.3	901.4	254.9	760.5	542.9	254.6	5,421.8
NEWFOUNDLAND												
March 1968†	2.0	5.6	8.7	1.9	6.5	13.4	15.2	1.8	16.6	6.6	6.4	84.7
Feb. 1968*	2.0	5.6	8.5	1.7	6.4	14.7	15.1	1.9	16.0	6.6	6.4	85.0
March 1967	2.7	5.6	8.8	1.6	7.1	13.3	14.5	1.7	14.7	6.0	6.1	82.2
PRINCE EDWARD ISLAND												
March 1968†	—	—	1.4	0.4	1.1	2.7	3.5	0.6	4.0	1.7	1.9	17.2
Feb. 1968*	—	—	1.4	0.4	1.1	2.5	3.4	0.6	4.0	1.8	1.8	17.1
March 1967	—	0.1	1.3	0.4	1.0	2.5	3.5	0.6	3.5	1.5	1.7	16.1
NOVA SCOTIA												
March 1968†	1.8	7.1	17.0	14.8	9.3	21.3	28.1	6.4	27.6	12.2	16.0	161.6
Feb. 1968*	2.1	6.1	16.7	14.7	9.0	21.4	27.9	6.4	27.4	12.1	15.9	159.8
March 1967	1.1	7.3	15.9	14.8	10.2	22.4	26.6	6.2	25.8	11.6	16.6	158.5
NEW BRUNSWICK												
March 1968†	3.0	2.5	15.3	11.3	6.7	22.8	22.4	4.4	23.1	9.7	8.7	129.8
Feb. 1968*	3.4	2.4	15.0	10.7	6.6	23.0	22.5	4.3	22.6	9.4	8.5	128.7
March 1967	3.4	2.4	14.6	9.0	7.8	23.7	22.1	4.1	21.5	9.3	8.5	126.4
QUEBEC												
March 1968†	8.6	24.8	303.0	187.0	69.2	166.4	234.6	74.2	239.4	150.4	53.4	1,510.9
Feb. 1968*	14.6	24.5	304.2	183.6	68.6	165.6	234.1	73.9	239.4	150.5	54.3	1,513.3
March 1967	14.7	25.6	308.1	194.1	76.8	165.2	232.4	72.3	218.9	145.5	51.6	1,505.2
ONTARIO												
March 1968†	9.7	34.6	355.1	430.2	117.4	200.1	366.5	117.4	303.8	225.8	115.7	2,276.2
Feb. 1968*	11.2	34.2	351.9	417.9	114.3	200.6	364.9	116.9	301.6	225.7	114.5	2,253.8
March 1967	12.1	33.8	353.4	449.7	120.8	202.7	354.7	110.5	275.2	213.0	107.5	2,233.4
MANITOBA												
March 1968†	0.7	6.5	26.5	18.9	13.9	43.2	50.7	12.5	37.8	27.4	13.5	251.7
Feb. 1968*	0.7	6.4	26.5	18.1	13.3	43.3	51.1	12.5	38.0	27.2	13.5	250.5
March 1967	1.1	5.6	27.1	19.4	11.9	44.2	48.9	11.9	35.4	26.8	12.9	245.2
SASKATCHEWAN												
March 1968†	0.6	5.0	9.5	6.0	12.3	24.3	37.4	8.1	36.7	17.2	11.4	168.5
Feb. 1968*	0.7	5.0	9.3	5.9	12.2	24.2	36.9	8.1	36.9	17.1	11.4	167.7
March 1967	0.3	5.2	9.3	5.3	10.5	25.3	35.4	7.8	35.9	16.1	11.3	162.4
ALBERTA												
March 1968†	1.5	20.4	25.4	25.1	33.5	46.5	74.8	16.0	67.1	48.0	21.0	379.3
Feb. 1968*	1.5	21.0	25.2	26.0	32.7	46.3	73.9	16.1	66.8	47.7	20.9	377.9
March 1967	1.8	19.9	25.8	25.5	29.3	47.8	72.5	15.7	60.8	46.2	20.6	365.9
BRITISH COLUMBIA												
March 1968†	17.0	10.0	46.5	67.8	32.3	74.8	94.5	25.6	73.9	67.4	16.4	526.1
Feb. 1968*	17.8	10.0	46.0	67.4	31.1	75.1	92.9	25.7	73.4	66.3	16.3	521.9
March 1967	17.4	9.3	46.9	72.5	35.0	74.1	90.3	24.2	67.4	65.9	15.8	518.8

*Revised. †Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-durables	Manufacturing: durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration††	Total Specified Industries
						(in thousands)						
CANADA												
April 1968†	42.7	117.1	811.6	771.1	328.0	632.6	936.5	268.9	831.2	570.4	268.6	5,578.6
March 1968*	46.3	119.0	808.3	763.7	303.6	621.2	929.4	268.9	832.3	565.7	266.4	5,525.0
April 1967	48.2	113.3	810.0	794.8	334.4	635.9	915.0	255.8	757.0	555.5	253.6	5,473.5
NEWFOUNDLAND												
April 1968†	1.6	5.7	9.2	2.0	7.8	14.6	15.3	1.8	16.6	6.1	6.5	87.3
March 1968*	2.0	5.6	8.7	1.9	7.0	13.4	15.1	1.8	16.7	6.0	6.4	84.5
April 1967	1.6	5.8	8.4	1.6	7.1	13.3	15.0	1.6	14.7	6.1	6.1	81.3
PRINCE EDWARD ISLAND												
April 1968†	—	—	1.6	0.4	1.2	2.6	3.6	0.6	3.9	1.5	1.9	17.3
March 1968*	—	—	1.4	0.4	1.1	2.7	3.5	0.6	4.0	1.5	1.9	17.0
April 1967	—	0.1	1.4	0.4	1.0	2.7	3.5	0.6	3.5	1.6	1.7	16.5
NOVA SCOTIA												
April 1968†	1.9	6.7	17.8	14.8	11.4	20.7	28.5	6.3	27.5	12.3	16.2	164.0
March 1968*	1.7	7.1	16.8	14.2	9.4	21.2	28.2	6.4	27.6	12.2	16.0	160.9
April 1967	1.2	7.2	16.6	14.6	11.4	21.5	27.3	6.2	26.0	12.2	16.3	160.5
NEW BRUNSWICK												
April 1968†	3.4	2.4	15.4	11.6	8.0	21.3	22.7	4.4	22.9	10.1	8.7	130.9
March 1968*	3.2	2.4	15.3	11.3	6.9	22.9	22.6	4.4	23.2	9.5	8.7	130.5
April 1967	2.9	2.6	15.2	9.4	8.4	20.4	22.3	4.2	21.7	9.8	8.1	125.0
QUEBEC												
April 1968†	7.2	25.4	303.8	188.4	72.6	172.0	234.1	74.2	240.0	149.2	53.5	1,520.5
March 1968*	8.4	24.9	302.7	186.4	67.7	166.5	233.1	74.4	239.5	149.3	53.4	1,506.2
April 1967	13.6	25.6	307.6	193.8	83.5	173.9	236.0	72.8	217.6	149.7	51.3	1,525.3
ONTARIO												
April 1968†	8.1	34.9	354.5	437.1	131.2	209.2	373.1	119.0	303.5	229.3	116.9	2,316.7
March 1968*	10.8	34.8	354.9	432.2	119.0	204.3	368.8	118.9	304.4	226.1	115.7	2,290.0
April 1967	9.3	33.5	351.0	451.7	131.9	209.9	360.7	110.7	273.3	218.8	108.1	2,258.9
MANITOBA												
April 1968†	0.5	6.3	26.2	19.2	15.0	43.9	51.1	12.6	37.7	28.0	13.5	254.1
March 1968*	0.5	6.5	26.3	19.0	14.1	43.3	50.9	12.5	37.8	27.6	13.5	252.1
April 1967	0.9	5.6	27.0	19.7	12.7	45.2	49.8	11.9	35.8	26.9	12.9	248.4
SASKATCHEWAN												
April 1968†	0.5	5.0	9.7	5.5	13.6	24.8	37.8	8.1	37.0	17.7	11.9	171.7
March 1968*	0.6	5.1	9.5	5.8	11.9	24.3	37.5	8.1	36.7	17.4	11.4	168.3
April 1967	0.1	5.0	9.5	5.2	11.9	26.0	35.9	8.0	35.7	16.5	11.6	165.4
ALBERTA												
April 1968†	1.5	18.6	25.8	24.4	34.0	46.8	75.8	16.1	67.0	47.5	21.0	378.5
March 1968*	1.4	20.5	25.6	25.0	33.6	46.6	75.2	16.0	67.1	48.2	21.0	380.3
April 1967	1.5	17.0	25.7	25.9	29.6	47.6	73.2	15.7	60.5	45.8	20.0	362.5
BRITISH COLUMBIA												
April 1968†	18.1	10.1	47.6	67.5	32.9	75.6	94.1	25.9	73.5	67.6	16.4	529.2
March 1968*	17.6	10.0	47.1	67.6	32.3	75.1	94.0	25.8	74.0	66.9	16.4	526.7
April 1967	17.0	9.2	47.8	72.3	36.7	74.3	91.0	24.2	66.7	67.3	15.7	522.2

*Revised. †Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimate may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries**		
	April 1968	*March 1968*	*April 1967*	*April 1968*	*March 1968*	*April 1967*
	(*1961 = 100*)			$	$	$
MINING, INCLUDING MILLING	107.4	109.4	104.8	138.63	139.01	128.16
Metals	103.2	103.1	102.8	138.43	137.71	129.10
Mineral fuels	101.7	104.8	100.9	143.87	141.70	131.62
Non-metals except fuels	119.3	114.5	109.9	130.71	128.67	117.53
Quarries and sand pits	100.8	87.9	112.3	116.56	115.29	109.31
Services incidental to mining	137.5	164.9	117.3	146.65	155.24	136.48
MANUFACTURING	120.1	119.4	121.7	114.29	111.48	106.05
Durable goods	130.2	129.0	134.1	123.45	118.62	113.44
Non-durable goods	111.9	111.6	111.6	105.68	104.82	98.92
Food and beverages	103.7	101.9	102.9	101.10	100.73	95.29
Foods	102.6	101.1	101.9	98.21	97.98	92.26
Beverages	110.5	107.2	108.7	117.81	116.88	112.99
Tobacco processing and products	94.3	111.3	103.5	117.03	107.43	106.07
Rubber products	122.5	122.3	118.1	113.90	114.79	107.20
Leather products	98.7	98.9	98.3	74.57	75.28	68.74
Textile products	116.6	116.4	116.4	94.69	92.16	87.14
Knitting mills	110.5	110.4	111.7	72.02	71.44	66.60
Clothing	109.1	110.4	111.5	70.07	70.76	63.12
Wood products	102.7	103.0	105.9	102.10	102.68	94.87
Furniture and fixtures	122.7	123.0	128.9	90.85	91.10	85.99
Paper and allied industries	116.0	115.0	116.3	132.01	130.61	123.68
Printing, publishing and allied industries	114.1	114.1	113.2	119.10	118.27	114.10
Primary metal industries	122.9	123.5	124.5	137.71	134.91	127.27
Metal fabricating industries	127.6	125.8	134.2	117.93	117.42	111.92
Machinery, except electrical	136.0	143.6	153.1	126.92	126.05	120.35
Transportation equipment	153.9	146.8	151.1	140.76	120.94	121.51
Electrical products	142.0	141.2	146.3	115.82	115.39	108.20
Non-metallic mineral products	114.3	110.2	117.7	118.27	117.17	111.53
Petroleum and coal products	102.2	101.8	100.7	167.67	163.29	154.53
Chemicals and chemical products	119.7	118.9	119.3	127.70	126.55	120.88
Miscellaneous manufacturing industries	135.2	134.7	131.2	97.81	97.97	92.82
CONSTRUCTION	110.5	104.4	115.6	136.71	136.59	132.78
Building	120.4	115.4	126.7	135.68	134.40	129.86
Engineering	93.5	85.3	96.2	138.98	141.72	139.48
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.5	105.6	109.0	119.90	120.19	111.17
Transportation	102.6	99.9	105.8	118.40	118.99	110.53
Storage	111.2	109.3	111.5	103.47	103.43	96.85
Communication	117.8	117.7	118.3	115.14	114.88	106.38
TRADE	126.0	124.8	122.7	85.73	84.99	81.04
Wholesale trade	119.5	118.9	118.2	106.56	106.03	101.11
Retail trade	129.7	128.1	125.1	75.09	74.16	70.45
FINANCE, INSURANCE AND REAL ESTATE	129.5	129.7	123.7	104.63	103.93	99.19
Financial institutions	132.3	132.5	126.4	101.46	100.63	94.77
Insurance and real estate	125.9	126.0	120.1	109.11	108.59	105.66
SERVICE	150.0	149.2	147.0	78.88	78.12	74.60
Recreational services	134.1	127.5	129.4	69.14	66.57	64.95
Business services	166.3	167.6	164.3	125.15	122.84	114.68
Personal services	140.0	139.1	136.5	57.71	57.31	54.75
Miscellaneous services	171.7	171.7	171.0	82.35	82.33	82.17
INDUSTRIAL COMPOSITE	119.0	118.0	119.3	108.97	107.57	102.32

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.8	42.4	41.9	3.04	3.03	2.81	127.22	128.38	117.62
Metals	41.3	41.3	41.4	3.16	3.14	2.95	130.32	129.83	121.94
Mineral fuels	40.7	42.6	41.0	2.63	2.55	2.39	106.95	108.66	98.05
Non-metals, except fuels	43.5	42.7	42.6	2.89	2.87	2.60	125.41	122.37	110.77
Quarries and sand pits	47.3	46.2	47.9	2.39	2.39	2.24	112.98	110.62	107.28
Services incidental to mining	42.5	46.4	43.5	3.29	3.27	2.99	139.80	151.83	130.13
MANUFACTURING	40.7	40.1	40.5	2.56	2.51	2.38	104.26	100.63	96.50
Durable goods	41.4	40.2	41.1	2.77	2.70	2.56	114.66	108.45	105.06
Non-durable goods	39.9	40.0	39.8	2.35	2.33	2.20	93.92	92.92	87.62
Food and beverages	39.7	39.9	40.2	2.29	2.27	2.13	90.94	90.54	85.76
Foods	39.6	39.8	40.1	2.23	2.21	2.07	88.34	88.02	83.01
Beverages	40.6	40.6	40.9	2.70	2.69	2.58	109.70	109.21	105.51
Tobacco processing and products	37.7	38.4	37.1	2.80	2.51	2.58	105.56	96.26	95.69
Rubber products	41.1	41.5	40.8	2.54	2.56	2.42	104.60	106.11	98.90
Leather products	39.3	40.1	38.3	1.73	1.72	1.63	67.95	68.92	62.37
Textile products	41.1	40.5	41.3	2.03	1.99	1.84	83.33	80.52	76.10
Miscellaneous textiles	41.2	36.1	40.2	2.18	1.95	1.62	89.65	70.46	64.90
Knitting mills	41.4	40.9	40.2	1.53	1.53	1.46	63.53	62.69	58.68
Clothing	37.1	37.7	36.0	1.71	1.71	1.57	63.32	64.38	56.63
Wood products	40.2	40.7	40.5	2.41	2.40	2.24	96.83	97.61	90.56
Furniture and fixtures	41.3	41.7	41.7	2.00	1.99	1.90	82.76	83.22	79.11
Paper and allied industries	41.4	41.1	41.3	2.99	2.96	2.80	123.49	121.69	115.57
Pulp and Paper mills	41.6	41.3	41.4	3.24	3.22	3.06	134.64	132.80	126.44
Printing, publishing and allied industries	38.3	38.5	39.2	3.03	2.99	2.87	116.03	115.09	112.32
Primary metal industries	41.4	41.0	40.5	3.11	3.07	2.92	128.71	125.91	118.29
Iron and steel mills	41.1	40.3	40.2	3.26	3.19	3.08	133.89	128.48	123.80
Metal fabricating industries	41.1	41.1	41.6	2.69	2.67	2.53	110.50	109.67	105.39
Machinery, except electrical	41.2	41.0	41.8	2.81	2.82	2.69	115.51	115.43	112.39
Transportation equipment	43.1	37.0	41.0	3.12	2.94	2.77	134.34	108.63	113.72
Aircraft and parts	42.0	41.6	41.6	2.95	2.94	2.71	123.86	122.30	112.58
Motor vehicles	44.2	34.0	40.8	3.25	3.01	2.88	143.85	102.14	117.36
Assembling	47.1	30.0	41.1	3.51	3.36	3.07	165.43	100.96	126.28
Parts and accessories	41.5	37.8	40.5	3.06	2.77	2.77	127.15	104.73	112.10
Shipbuilding and repairing	40.8	40.2	40.5	2.99	2.90	2.64	121.76	116.62	106.82
Electrical products	40.1	40.4	40.5	2.48	2.46	2.31	99.60	99.58	95.65
Communications equipment	39.5	40.0	40.3	2.35	2.37	2.23	92.89	94.78	89.93
Non-metallic mineral products	42.2	42.2	42.7	2.64	2.61	2.45	111.33	109.85	104.64
Petroleum and coal products	42.8	42.0	41.9	3.62	3.50	3.39	155.09	146.88	141.85
Chemical and chemical products	40.9	40.7	41.0	2.72	2.69	2.56	111.18	109.60	105.03
Miscellaneous manufacturing industries	40.4	40.5	40.6	2.07	2.06	1.94	83.55	83.63	78.93
CONSTRUCTION	40.3	40.6	41.3	3.33	3.30	3.17	134.06	134.13	131.07
Building	39.2	39.4	40.3	3.40	3.36	3.18	133.29	132.21	126.19
General contractors	39.2	39.5	39.7	3.34	3.28	3.06	130.92	129.50	121.46
Special trade contractors	39.3	39.3	40.7	3.44	3.42	3.29	135.21	134.32	133.78
Engineering	42.7	43.7	43.9	3.18	3.17	3.14	135.82	138.80	137.86
Highways, bridges and streets	43.2	44.2	43.5	2.65	2.60	2.49	114.39	114.63	108.15
Other engineering	42.2	43.5	44.2	3.62	3.57	3.55	153.00	155.02	157.16
OTHER INDUSTRIES									
Urban transit	41.0	40.9	42.6	3.09	3.09	2.85	126.60	126.52	121.42
Highway and bridge maintenance	41.4	41.3	40.1	2.36	2.35	2.17	97.49	97.22	86.98
Laundries, cleaners and pressers	38.8	38.9	39.1	1.49	1.47	1.40	57.69	57.13	54.75
Hotels, restaurants and taverns	33.4	33.4	33.9	1.48	1.47	1.38	49.32	49.04	46.76

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March*	40.1	2.51	100.63	135.2	113.2
April†	40.7	2.56	104.26	140.0	117.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	April 1968	March 1968	April 1967	April 1968	March 1968	April 1967
				$	$	$
Newfoundland	43.5	42.4	41.5	2.08	2.11	2.06
Nova Scotia	40.9	40.6	40.7	2.07	2.05	1.95
New Brunswick	40.8	41.4	41.7	2.09	2.10	2.01
Quebec	41.2	41.1	41.2	2.31	2.28	2.14
Ontario	40.8	39.6	40.4	2.70	2.62	2.50
Manitoba	39.4	39.9	39.5	2.29	2.24	2.11
Saskatchewan	39.2	39.6	39.5	2.71	2.65	2.43
Alberta	39.2	40.0	39.6	2.61	2.57	2.44
British Columbia	37.9	38.1	38.1	3.19	3.17	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D — Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—March	4,817,000	4,160,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800

TABLE E-4—Benefit Payments, by Province, April 1968

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	123,866	$ 3,372,046
Prince Edward Island	23,967	600,344
Nova Scotia	102,833	2,537,223
New Brunswick	110,703	2,914,347
Quebec	720,717	19,572,397
Ontario	611,870	15,950,634
Manitoba	78,249	2,024,014
Saskatchewan	65,928	1,733,275
Alberta	81,101	2,156,313
British Columbia	205,404	5,484,624
Total, Canada, April 1968	2,124,638	56,345,217
Total, Canada, March 1968	2,399,837	63,704,797
Total, Canada, April 1967	1,841,889	47,212,298

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—April	4,853,000	4,278,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300

TABLE E-4—Benefit Payments, by Province, May 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	77,085	$ 2,071,682
Prince Edward Island	13,901	333,183
Nova Scotia	79,445	1,914,302
New Brunswick	87,018	2,248,211
Quebec	600,548	15,982,499
Ontario	546,060	13,974,257
Manitoba	70,168	1,755,081
Saskatchewan	44,556	1,136,387
Alberta	72,973	1,912,988
British Columbia	187,185	4,949,439
Total, Canada, May 1968	1,778,939	$46,278,029
Total, Canada, April 1968	2,124,638	$56,345,217
Total, Canada, May 1967	1,471,201	$37,191,524

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, April 1968

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at the End of the Month			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,556	4,721	835	6,171	5,232	939	1,472
Prince Edward Island	1,178	976	202	1,083	951	132	305
Nova Scotia	6,451	5,279	1,172	7,407	6,466	941	1,147
New Brunswick	7,477	6,066	1,411	7,684	6,687	997	1,973
Quebec	58,931	43,100	15,831	62,960	51,963	10,997	14,954
Ontario	50,301	38,068	12,233	52,675	41,963	10,712	14,184
Manitoba	5,323	4,101	1,222	5,762	4,741	1,021	1,255
Saskatchewan	3,750	3,146	604	4,184	3,501	683	908
Alberta	8,040	6,355	1,685	7,932	6,071	1,861	2,400
British Columbia	18,874	13,557	5,317	19,125	14,986	4,139	5,324
Total, Canada, April 1968	165,881*	125,369	40,512	174,983†	142,561	32,422	43,922
Total, Canada, March 1968	182,998	138,228	44,770	193,875	160,092	33,783	53,024
Total, Canada, April 1967	148,191	110,712	37,479	167,459	136,175	31,284	40,784

*In addition, revised claims received numbered 36,703.

†In addition, 37,202 revised claims were disposed of. Of these, 3,546 were special requests not granted and 1,658 were appeals by claimants. There were 7,535 revised claims pending at the end of the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, May 1968

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at the End of the Month			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,298	3,672	626	4,740	3,576	1,164	1,030
Prince Edward Island	554	468	86	770	642	128	89
Nova Scotia	4,623	3,415	1,208	4,908	3,888	1,020	862
New Brunswick	4,769	3,832	937	5,736	4,598	1,138	1,006
Quebec	42,483	30,953	11,530	45,674	35,478	10,196	11,763
Ontario	39,588	29,405	10,183	43,518	31,938	11,580	10,254
Manitoba	3,804	2,985	819	4,154	3,203	951	905
Saskatchewan	2,250	1,829	421	2,813	2,061	752	345
Alberta	5,054	3,976	1,078	6,522	4,660	1,862	932
British Columbia	16,457	11,837	4,620	18,085	13,219	4,866	3,696
Total, Canada, May 1968	123,880*	92,372	31,508	136,920†	103,263	33,657	30,882
Total, Canada, April 1968	165,881	125,369	40,512	174,983	142,561	32,422	43,922
Total, Canada, May 1967	116,869	86,346	30,523	125,195	94,974	30,221	32,458

*In addition, revised claims received numbered 33,795.

†In addition, 35,970 revised claims were disposed of. Of these, 3,427 were special requests not granted and 1,382 were appeals by claimants. There were 5,360 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	March 29 1968	April 28 1967
CANADA	575,006	155,730	167,372	197,067	54,837	656,941	492,294
Male	409,978	116,290	122,601	142,771	28,316	482,310	356,096
Female	165,028	39,440	44,771	54,296	26,521	174,631	136,198
NEWFOUNDLAND	27,003	4,983	7,656	12,772	1,592	33,086	28,850
Male	23,940	4,535	6,832	11,501	1,072	29,820	26,263
Female	3,063	448	824	1,271	520	3,266	2,587
PRINCE EDWARD ISLAND	4,808	851	905	2,774	278	6,444	5,297
Male	3,784	652	722	2,295	115	5,343	4,236
Female	1,024	199	183	479	163	1,101	1,061
NOVA SCOTIA	27,073	4,884	6,801	12,599	2,789	35,748	30,947
Male	21,087	4,016	4,941	10,360	1,770	28,841	25,327
Female	5,986	868	1,860	2,239	1,019	6,907	5,620
NEW BRUNSWICK	28,993	5,583	7,276	13,629	2,505	34,143	31,311
Male	23,061	4,621	5,911	11,022	1,507	27,399	25,565
Female	5,932	962	1,365	2,607	998	6,744	5,746
QUEBEC	196,779	56,700	63,494	59,982	16,603	210,607	158,282
Male	150,947	44,834	51,771	45,267	9,075	163,717	122,190
Female	45,832	11,866	11,723	14,715	7,528	46,890	36,092
ONTARIO	165,431	46,537	46,990	52,619	19,285	194,317	137,494
Male	100,743	30,633	29,311	31,740	9,059	124,490	83,171
Female	64,688	15,904	17,679	20,879	10,226	69,827	54,323
MANITOBA	22,859	6,343	6,012	8,834	1,670	25,603	16,540
Male	15,801	4,226	4,106	6,607	862	18,817	11,668
Female	7,058	2,117	1,906	2,227	808	6,786	4,872
SASKATCHEWAN	16,098	3,148	4,369	7,392	1,189	20,484	12,856
Male	12,146	2,345	3,316	5,971	514	16,231	9,467
Female	3,952	803	1,053	1,421	675	4,253	3,389
ALBERTA	23,795	7,804	6,565	7,485	1,941	26,059	19,485
Male	16,923	6,087	4,656	5,253	927	19,232	14,389
Female	6,872	1,717	1,909	2,232	1,014	6,827	5,096
BRITISH COLUMBIA	62,167	18,897	17,304	18,981	6,985	70,450	51,232
Male	41,546	14,341	11,035	12,755	3,415	48,420	33,820
Female	20,621	4,556	6,269	6,226	3,570	22,030	17,412

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	April 1968	May 1967
CANADA	321,411	98,459	93,299	92,795	36,858	575,006	281,075
Male	205,672	64,598	63,273	58,672	19,129	409,978	185,534
Female	115,739	33,861	30,026	34,123	17,729	165,028	95,541
NEWFOUNDLAND	11,326	2,336	3,239	4,601	1,150	27,003	12,276
Male	9,453	1,924	2,874	3,866	789	23,940	10,623
Female	1,873	412	365	735	361	3,063	1,653
PRINCE EDWARD ISLAND	1,351	303	339	576	133	4,808	1,581
Male	906	195	230	431	50	3,784	1,159
Female	445	108	109	145	83	1,024	422
NOVA SCOTIA	13,025	3,476	3,228	4,281	2,040	27,073	12,925
Male	9,326	2,527	2,386	3,031	1,382	21,087	9.657
Female	3,699	949	842	1,250	658	5,986	3,268
NEW BRUNSWICK	12,035	3,013	3,101	4,311	1,610	28,993	13,272
Male	8,594	2,160	2,318	3,164	952	23,061	10,245
Female	3,441	853	783	1,147	658	5,932	3,027
QUEBEC	109,102	32,311	36,112	29,387	11,292	196,779	100,607
Male	76,065	22,251	27,142	20,653	6,019	150,947	73,854
Female	33,037	10,060	8,970	8,734	5,273	45,832	26,753
ONTARIO	103,176	33,757	27,228	29,070	13,121	165,431	82,890
Male	56,437	19,427	15,208	15,493	6,309	100,743	44,581
Female	46,739	14,330	12,020	13,577	6,812	64,688	38,309
MANITOBA	10,830	2,887	2,561	4,040	1,342	22,859	8,337
Male	6,256	1,628	1,500	2,404	724	15,801	4,434
Female	4,574	1,259	1,061	1,636	618	7,058	3,903
SASKATCHEWAN	6,721	1,485	1,895	2,451	890	16,098	5,218
Male	4,310	961	1,227	1,685	437	12,146	3,024
Female	2,411	524	668	766	453	3,952	2,194
ALBERTA	13,635	4,304	4,272	3,706	1,353	23,795	11,690
Male	8,567	2,668	2,897	2,248	754	16,923	7,778
Female	5,068	1,636	1,375	1,458	599	6,872	3,912
BRITISH COLUMBIA	40,210	14,587	11,324	10,372	3,927	62,167	32,279
Male	25,758	10,857	7,491	5,697	1,713	41,546	20,179
Female	14,452	3,730	3,833	4,675	2,214	20,621	12,100

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of July, 1968

	All Items									
	July 1968	*June 1968*	*July 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	136.2	135.5	129.4	131.6	124.5	135.6	133.1	193.9	160.4	139.2
Halifax	147.3	146.7	141.4	146.6	143.9	144.0	145.6	203.8	193.6	139.8
Saint John	150.9	150.0	144.6	152.0	142.0	147.6	160.7	218.1	179.8	139.7
Montreal	153.1	152.2	149.0	156.7	148.5	127.1	186.1	199.7	179.7	146.5
Ottawa	155.2	153.6	147.9	156.9	148.5	140.5	178.3	207.6	172.8	152.8
Toronto	157.4	156.2	151.7	150.6	158.8	143.5	161.2	195.4	215.8	149.4
Winnipeg	150.9	149.9	145.8	150.2	137.8	151.1	152.2	228.6	169.2	154.5
Saskatoon-Regina	145.6	145.1	140.2	148.3	137.9	150.5	147.6	170.4	173.6	140.5
Edmonton-Calgary	146.3	145.6	140.7	143.3	140.9	146.5	149.0	206.7	168.1	132.1
Vancouver	148.8	148.3	144.1	146.5	149.3	139.8	158.2	181.0	167.3	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59

*Preliminary.

TABLE G-2—Strikes and Lockouts, July 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	9	1,860	21,580
Manufacturing	79	25,357	420,840
Construction	25	3,749	63,580
Transportation and utilities	9	27,562	287,060
Trade	9	3,212	67,840
Finance	—	—	—
Service	3	44	970
Public administration	3	285	5,940
All Industries	137	62,069	867,810

TABLE G-3—Strikes and Lockouts, July 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	5	875	11,600
Prince Edward Island	1	9	200
Nova Scotia	3	301	2,090
New Brunswick	3	372	5,950
Quebec	22	7,149	132,150
Ontario	71	23,946	407,560
Manitoba	3	175	3,860
Saskatchewan	4	208	3,420
Alberta	4	299	6,590
British Columbia	15	1,657	16,130
Federal	6	27,078	278,260
All Jurisdictions	137	62,069	867,810

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
MINES						
Metals						
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	14,300	22,750	June 12 —	Wages, overtime, safety measures —
Quebec Iron and Titanium, Havre-St. Pierre, Cté Duplessis, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	266	1,060	2,120	June 25 July 9	Suspension of 12 workers—Suspended workers rehired.
Consolidated Rambler Mines Ltd., Baie Verte, Nfld.	Steelworkers Loc. 7190 (AFL-CIO/CLC)	150	150	150	June 28 July 3	Demand for the removal of one supervisor—Return of workers.
Consolidated Rambler Mines Ltd., Baie Verte, Nfld.	Steelworkers Loc. 7190 (AFL-CIO/CLC)	150	300	300	July 11 July 15	Dissatisfaction with mine manager —Return of workers, difference to be resolved.
Endabo Mines, Fraser Lake, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	355	1,070	1,070	July 27 —	Wages, hours of work—
Non Metals						
Domtar Chemicals Ltd. Sifto Salt, Div., Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	140	1,960	1,960	June 21 July 15	Wages, shift work— 28¢ per. hr. retroactive to Jan. 1, 1968, weekend shift workers 95¢ an hour increase, others, 75¢ an hour increase.
MANUFACTURING						
Food and Beverages						
*Robin Hood Flour Mills Ltd., Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	10,950	Apr. 27 —	Wages, fringe benefits—
Hiram Walker and Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	5,540	29,490	May 2 July 15	Pensions, job security, other benefits—Return of workers.
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,420	4,620	June 3 —	Wages—
Hiram Walker and Sons Ltd., Windsor, Ont.	Operating Engineers Loc. 102 (AFL-CIO/CLC)	639	2,140	2,440	June 12 July 18	Sympathy strike and negotiation for new contract—$3.15 an hour, night shift premium, 7¢ an hr. afternoon shift, 3¢ an hr., other benefits.
Marven's Ltd., Moncton, N.B.	Packinghouse Workers, Loc. 302 (AFL-CIO/CLC)	138	3,040	4,420	June 17 —	Wages
Several breweries Province-wide, Ont.	Brewery Workers, various Locs. (AFL-CIO/CLC)	2,700	32,400	48,600	June 21 July 18	Wages and pension plan—30¢ retroactive to Jan/68, additional 13¢ on July/68, 25¢ on Jan/69, 25¢ on Jan/70, other benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Rubber						
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers, various Locs. (AFL-CIO/CLC)	2,400	52,800	166,780	May 3 —	Wages, hours—
Mansfield Denman General Co., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	397	990	990	July 9 July 11	Dispute over rehiring of older employee—Return of workers.
Wood						
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers, Loc. 143 (AFL-CIO/CLC)	205	4,510	26,870	Jan. 25 —	Wages—
J. E. Boyle, Ltd., Davidson, Que.	Woodworkers Loc. 2-2287 (AFL-CIO/CLC)	133	2,930	3,060	June 28 —	Wages—
John Lewis Inc., Ville d'Anjou and Grand'Mère, Que.	United Textile Workers Loc. 397 (AFL-CIO/CLC)	144	3,170	3,310	June 28 —	Wages—
Western Forest Industries Ltd., Honeymoon Bay, B.C.	Woodworkers Loc. 1-80 (AFL-CIO/CLC)	500	1,500	1,500	July 4 July 9	Dissatisfaction with delay in negotiations—Return of workers.
Victoria Plywood, Plumber Bay, B.C.	Woodworkers (AFL-CIO/CLC)	230	4,140	4,140	July 8 July 31	Use of non-union employees by two contractors—Not reported.
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	5,500	16,500	Apr. 29 July 2	Wages, retroactive pay, night shift premiums, vacations, duration of contract — 26¢ an hr. 1st year, 16¢ an hr. 2nd year, 7¢ an hr. 3rd year.
Northwestern Pulp and Paper Co. Ltd., Hinton, Alta.	Woodworkers (AFL-CIO/CLC)	250	5,500	8,000	June 17 —	Wages—
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	800	17,600	22,400	June 21 —	Dissatisfaction over progress of negotiations—
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	5,280	6,340	June 23 —	Breakdown in negotiations—
Kimberly Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	5,170	5,170	July 13 —	Failure to reach agreement—
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	12,460	12,460	July 18 —	Wages—
Nashua Canada Ltd., Peterborough, Ont.	Printing Pressmen Loc. 520 (AFL-CIO/CLC)	115	170	170	July 19 July 22	Wages— 28¢ an hr. increase 1st yr, 22¢ increase 2nd yr. for male, 19¢ and 16¢ increase for female.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Printing & Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	416,690	July 9, 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	9,240	Apr. 2 —	Wages—
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,980	11,040	May 4 —	Wages, other benefits—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	4,800	8,070	June 10 —	Change of effective date—
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	100	30	30	July 22 July 22	Disciplinary suspension of three workers—Union persuaded men to return to work.
Metal Fabricating						
Volcano Limitée, St-Hyacinthe, Que.	Metal Trades' Federation (CNTU)	137	140	3,290	May 28 July 3	Wages—Settlement of terms not reported.
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,660	9,120	May 30 —	Wages—
Canadian Bridge Co. Ltd., Division Dominion Steel and Coal Corp. Ltd., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	545	10,900	21,800	June 3 July 29	Health and welfare plan, cost of living bonus, holidays— An average of 50¢ an hr. increase over 30 mos., other benefits.
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 6958 (AFL-CIO/CLC)	235	5,170	9,400	June 18 —	Slow progress of negotiations—
Machinery						
Dover Corp. (Canada) Ltd. Division Turnbull Elevator, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,520	10,000	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,420	6,710	May 6 —	Wages—
International Harvester of Canada Ltd., Hamilton, Ont.	Steelworkers, Loc. 2868 (AFL-CIO/CLC)	1,864	41,010	57,790	June 18 —	Wages, benefits, seniority, standards—
De-Laval Co. Ltd., Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	3,080	3,080	July 13 —	Wages, improved working conditions—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	6,050	26,130	Mar. 18 —	Wages—
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,940	38,410	Apr. 1 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
The Budd Automotive Co. of Canada Ltd., Kitchener, Ont.	Auto Workers Loc. 1451 (AFL-CIO/CLC)	746	16,410	31,330	June 2 —	Wages, hours, overtime—
Hayes & Dana Ltd., Thorold, Ont.	Auto Workers, Loc. 676 (AFL-CIO/CLC)	1,194	4,780	16,720	June 17 July 8	Rejection by members of proposed terms of contract—47¢ an hr. increase over 3 yrs.
Bendix—Eclipse of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	6,970	9,820	June 18 —	Wage parity with company's U.S. workers—
Hawker Siddeley Canada Ltd. Canadian Car Division, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	750	15,750	15,750	July 3 —	Employees failed to ratify agreement reached by company and union negotiating committee—
Orenda Ltd., Malton, Ont.	Machinists Loc. 717 (AFL-CIO/CLC)	1,250	27,500	27,500	July 5 —	Wages, fringe benefits—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	11,900	11,900	July 15 —	Wages, other benefits—
Electrical Products						
Federal Wire & Cable Co. Division H.K. Porter Company, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	5,740	10,570	June 7 July 29	Delayed negotiations in a new contract—19½¢ in July 1968, 19½¢ in July 1969, 4 wks vacation after 20 years, other benefits.
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	6,300	6,300	July 8 —	Wages, fringe benefits—
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,000	11,960	Feb. 15 July 29	Wages—New wage rate: $2.51 to $3.41, $3.69 by July 1969, other benefits.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	8,690	26,470	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,490	15,250	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	9,770	16,430	June 8 —	Wages, hours, fringe benefits—
CONSTRUCTION						
London Sheet Metal Contractors Assoc., London & Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	920	8,980	May 6 July 8	Delayed negotiations in a new contract—60¢ an hr. increase immediately, 50¢ an hr. on May 1, 1968, 50¢ an hr. on May 1, 1970.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,200	4,500	May 29 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
St. John Chapter of the Mechanical Contractors Assoc. of Canada, Saint John, N.B.	Plumbers Loc. 213 (AFL-CIO/CLC)	100	500	1,500	June 17 — July 8	Wages— $1.20 an hr. increase over two years.
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers Locs. 4, 27, 32 (AFL-CIO/CLC)	200	4,400	6,400	June 17 —	Wages—
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters Loc. 38 (AFL-CIO/CLC)	750	16,500	21,000	June 21 —	Locked out because of inability to carry out further work without striking bricklayers—
Kingston Builders Exchange, Kingston and area, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	480	10,100	12,500	June 24 — July 31	Wages, travel time allowance—
Modern Paving, Saint Lambert, Notre-Dame-du-Bon-Conseil, Comté de Lévis, Que.	CNTU	110	2,420	2,750	June 26 —	Security of employment—
Lakehead Builders Exchange, Port Arthur, Fort William, Ont.	Five unions	510	11,220	11,220	July 2 —	Wages—
Mechanical Contractors Association of Ontario, Zone 7, Kitchener and area, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	290	1,450	1,450	July 2 — July 9	Wages, welfare package—$1.20 an hr. increase over two years, increase in vacation pay to 7% by July 1, 1969, other benefits.
Master Plumbers' Assoc. of Moncton, Moncton, N.B.	Plumbers Loc. 694 (AFL-CIO/CLC)	134	2,410	2,410	July 8 —	Wages, union security—
Several plumbing contractors, Various locations Northwestern, Ont.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	2,600	2,600	July 15 —	Wages, other benefits—
Eastern Contractors Ltd., Port Hawkesbury, Point Tupper, N.S.	Carpenters Loc. 3268 (AFL-CIO/CLC)	210	210	210	July 22 — July 23	Retroactivity of agreed pay increase— Return of workers.
TRANSPORTATION AND UTILITIES						
Transportation						
*St. Lawrence Seaway Authority, Various St. Lawrence ports.	Railway, Transport and General Workers Several Locals (CLC)	1,200	12,000	20,570	June 21 — July 15	Wages—7% increase for 1968, 6½% for 1969, 5½% for 1970, shift differential increase, other fringe benefits.
Storage						
*Lakehead Grain Handlers Association, Fort William, Port Arthur, Ont.	Railway Clerks, Lodge 650 (AFL-CIO/CLC)	1,142	11,400	11,400	July 18 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *July*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Communication						
*Northern Telephone Ltd. & Téléphone du Nord de Québec, Inc., Various locations, Northern Ont. & Que.	Communications Workers Locs. C-6 & C-11 (AFL-CIO/CLC)	500	11,000	21,000	June 3 —	Wages, union security, retroactive pay, contract term—
Avalon Telephone Co. Ltd., Province-wide, Nfld.	I.B.E.W. Loc. 1615 (AFL-CIO/CLC)	500	9,500	18,000	June 6 July 28	Wages—$8.55 weekly increase in a 30 month contract.
*Government of Canada Post Office Dept., Canada-wide.	Council of postal unions (CLC)	24,000	240,000	240,000	July 18 —	Wages, working conditions—
Power, Gas and Water						
Provincial Gas Company, Various locations Niagara Peninsula, Ont.	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	2,350	4,280	June 5 —	Wages, retroactive pay, other conditions—
TRADE						
Quebec Liquor Board Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	78,900	June 25 —	Wages—
PUBLIC ADMINISTRATION						
Local administration						
City of New Westminster, New Westminster, B.C.	Public Employees Loc. 387 (CLC)	228	5,200	6,570	June 21 —	Wages—

*Federal jurisdiction.

labour gazette

Canada Department of Labour/November 19



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

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Wage Rates, Salaries and Hours of Labour, 1966. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

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Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

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Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

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Women in the Federal Service

Nearly 50,000 women are working in Canada's federal Public Service. How are they being accepted in their jobs by their male co-workers? What changes in the organization of the Public Service have contributed to their present role? A recent study evaluates their employment and utilization.

WHAT role do women play in the federal Public Service?

An independent inquiry conducted by Dr. Stanislaw Judek, Professor of Economics, University of Ottawa, has attempted to determine how women fit into their positions with the federal Government service. The report of his survey has just been published under the title, *Women in the Federal Service: Their Employment and Utilization* (Queen's Printer, 142 pages, price $2.00, Cat. No. L38-2568). Dr. Judek's inquiry, undertaken with consultation from time to time with an interdepartmental committee convened by the Canada Department of Labour, was financed under contract with the Department.*

The problem of understanding how women participated in the federal service at the time of Confederation did not exist quite simply because women were not employed. There is no reliable and acceptable statistical information on public employment prior to 1912, although it is known that, in 1886 there were 24 women occupying permanent positions in government service.

The earliest appointment was that of a deputy matron in Kingston Penitentiary in 1870. During World War I and after there was a steady increase in the number of women public employees, and in 1928, there were 5,775 women, or 14 per cent of the total public service; 7,617, or 16.7 per cent, in 1931; and more than 8,000, or 18.7 per cent, by 1937.

During World War II, total employment in the federal service shot up from 46,000 to 116,000. In 1943, about 35 per cent of federal employees were women, although this figure was considerably reduced in the postwar period. And since 1960 the proportion of women to men in departmental employment has stood at about 27 per cent. The employment of men during

*Dr. Judek assumes full responsibility for developing and carrying out the study and for the analyses, interpretations and recommendations of this report. They do not necessarily reflect the thinking or policies of the Canada Department of Labour.

the period 1960-1966 presented a picture of steadier growth than that of women, which fluctuated.

Dr. Judek reports that the Canadian Public Service has for many decades included a relatively large proportion of temporary personnel, who have no formal status with respect to permanency of employment and normal opportunities for promotion. Neither are they entitled to annual increases in pay, nor to superannuation benefits. Permanent appointments therefore provide a better indication than temporary ones of historical trends in employment, because an indeterminate proportion of the temporary appointments may have been for very brief periods.

Disregarding the nature of the appointment, female public appointees steadily increased their proportion of the total from 15.6 per cent in 1920 to 26 per cent in 1931. Despite declines during the depression and postwar periods, the female percentage of total appointments under the Public Service Act has ranged from 40 to 50 per cent a year.

The author notes that the employment of women in the federal service "has been a controversial problem and a trouble to the governmental conscience since Confederation. A final, if not entirely unquestioned, acceptance of female public employees today is the result of changed social attitudes and of cultural, educational and economic progress."

The report of a Royal Commission in 1880 observed: "Although we see no reason whatever why female clerks should not be quite as efficient public servants as men, we are forced to confess that there are several obstacles in the way of their employment, which we fear it will be very difficult if not impossible to overcome." Some of these possible obstacles included the need to seat women in rooms by themselves, and to supervise them by a person of their own sex.

Reluctance to employ women workers continued until the late 1920s, because of the competition they would afford to male workers, even though they might be willing to work at lower positions, which paid lower salaries. A political scientist studying the problem at that time conceded, "generously," Dr. Judek comments, that "the equality of salaries, however, should be unhesitatingly endorsed."

In spite of provisions for equal pay for equal work in the Public Service Act, women claimed that this did not work out in practice, for they were frequently placed in classifications lower than those for a man doing similar work.

In departmental agency service within the Public Service, the Department of National Defence is the largest employer of women. The Canadian National Railways comes next. Departments that require a large clerical staff to take care of their enormous volume of paperwork, such as National Revenue (especially in the Taxation Division), the Unemployment Insurance Commission, and the Dominion Bureau of Statistics, employ significant proportions of women on their staffs, Dr. Judek reports.

The age pattern of women is bimodal, unlike that of men, with peaks at 22-24 years and 45-49 years of age. The usual explanation is that, nowadays, women work until the birth of the first child, keep house until all the children are in school, and then re-enter the labour force. In the federal service, an additional factor is the high proportion of women hired during the war, who are now 45-49 years of age. This proportion was sharply reduced immediately after the war to make way for returning servicemen.

During the last three decades, the functions of public employees have undergone a significant transformation. Before World War II, they were engaged primarily in routine clerical and administrative work. Today, however, with the expansion of government activities in various areas from scientific to economic, almost every occupation is represented in the federal



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A typist at the Dominion Bureau of Statistics

service. The number of different occupations in which women have been employed has steadily increased until, today, women are represented in almost every occupation, predominantly in some.

In 1966, women accounted for less than 10 per cent of the total employed in the Professional group, which comprises those classes in which the incumbents have received specialized university training. The relative increase of female professionals between 1960 and 1966, however, was somewhat higher than that for men.

Women are scarcely represented in the Administration group, which deals with administration of programs and personnel, financial administration, or administration of regulations. The Technical and Inspection group includes those classes for which university education is not normally a requirement.

The absence of women in many professional and technical fields in the federal service may be explained by the scarcity of women with the requisite training in these fields. Four fifths of the female employees are to be found in the office category, which comprises the clerical group and the typing and related group. The hospital category includes occupational classes connected with hospital work and, of course, female nurses are fairly represented in it.

The study reveals that 66 female seed analysist and 98 store assistants were employed, which, the author says, "would seem to indicate that some imagination is being brought to bear on the utilization of womanpower in the government service."

Women in the public service earn less than men. The author attributes this to the fact that most women are placed in the lower-paid occupations, and also have lower grades within these occupations. Among male employees, 8.2 per cent earned $10,000 and above in 1966, compared with 0.5 per cent of female employees. In that year, the median income of women was slightly below $4,000, whereas the median income of men was approximately $5,350. Between 1960 and 1966, median salaries for both males and females increased by roughly 25 per cent.

Prof. Judek notes: "For persons with university education, the differentials in median salaries between male and female public employees during the first two years of work appear to be insignificant, but the gap in remuneration widens with length of work experience. Women with university education (except a very few) are, apparently, not being utilized, and the



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Researcher, Department of Agriculture

differential in salary exceeds, in some cases, $4,000. This is particularly evident in the educational level of a Bachelor's degree or its equivalent.

More than 37 per cent of the women in the federal service in 1966 earned between $3,000 and $3,999; 29 per cent between $4,000 and $4,999; and 13 per cent between $5,000 and $5,999. The comparative figures for men are 15 per cent earning between $3,000 and $3,999; 26 per cent earning between $4,000 and $4,999; and 26 per cent earning between $5,000 and $5,999. More than 24 per cent of men earn between $6,000 and $10,000 whereas only 6 per cent of women are in this salary range.

There is no special program to develop better utilization of womanpower in the public service, and opportunities for advancement follow identical routes. There is no legal barrier for a woman's advancement. Even so, the author notes, there are relatively few women who have reached senior levels of administration.

"This," he adds, "no doubt, reflects existing prejudice against women, but may also be due to women themselves, with their somewhat lower career expectations or aspirations compared with those of men. The latter is a mere recognition of what has been the reality of women's situation. Other alleged reasons that have been advanced, but that are difficult to substantiate, include: women consider themselves temporary workers; they do not have the required education and training; men have always played a dominant role in our society; women are too emotional in their approach to business matters, and are more irregular in employment, with higher absenteeism and turnover rates."

The author reports: "It appears that there is no difference in the degree of promotions, as 43.5 per cent of female public employees were promoted between 1964 and 1966, compared with 42.7 per cent of males. But women in the professional and administration categories were lagging somewhat behind men. This is significant, as these occupations usually require a university education. It also confirms the belief that fewer women reach senior levels of administration and that they progress more slowly. Even in the predominantly female occupations, or where women constitute a relatively high proportion, such as librarians, language officers, nurses and dietitians, women are lagging behind men in their advancement. And it is in these professions that shortages are being experienced by the public service."

Prof. Judek states that a great majority of women are in the lower income brackets, and that their advancement means less in purely monetary terms. There was no significant difference between men and women in the length of time spent at their present grade.

The author found considerable difference, however, in the employees' own assessment of their promotion expectations. About one third of the men surveyed in the sample, compared with one quarter of the women, believed that their chances for promotion were excellent or good. And only about one third of the men and one half of the women thought that their chances were poor or very poor. A greater proportion of men than women in professional and administrative categories assessed their chances as excellent or good. The principal reason given for poor or very poor promotion prospects was the lack of opportunities for promotion from the employee's grade or position: 46.8 per cent of the men and 54.2 per cent of the women stated this reason.

The author finds it surprising that almost half the male employees and one third of the female employees desire to enter a different line of work. One interpretation he gives is that a very substantial proportion of both men and women are not really happy with what they are presently doing. Another interpretation is that men have a higher level of career aspiration than women. "In any case," he notes, "it is improbable that all the respondents to the survey, whether in the professional or office categories, are in fact qualified to enter a different line of work."

The survey also attempted to discover the distribution of supervisory positions among male and female public employees. About four men out of 10 held supervisory positions compared with fewer than two women out of 10. A very large proportion of men, the study reveals, believe that men are better supervisors, and show a negative attitude toward acceptance of women as supervisors with power to make decisions.

In answer to the statement that women have a higher absentee rate than men, the author discovered that one woman in five was absent for 13 or more working days, whereas the ratio for men was one in 10. More than one third of the women were absent eight days or more in 1966, and just over one fifth of the men were absent this often. The more highly trained women occupying responsible and better-paid positions are less often absent, even when they have family responsibilities, than those in the lower-paid jobs.

For married women, the rate of absence due to sick leave for eight working days or more is double that for single women. The rate of sick leave for single men is slightly less than that for single women. The author concludes that sick leave is being used by married women for legitimate home responsibilities, "possibly in connection with maternity. This seems to be confirmed when the extent of sick leave is related to age distribution."

Despite arguments sometimes put forward by female employees that special leave granted for personal reasons, such as a death in the family, is more readily available to men than to women, the author notes that it is in fact used slightly more by women than by men. He found that 11.8 per cent of the

women were absent three or more days on special leave, compared with 9.3 per cent of the men.

Although the study of utilization of employees in the Public Service of Canada covered only full-time employees under the Public Service Act, the federal service also utilizes married women and others on a part-time basis. This method is rather an exception.

Recently, however, the Public Service Commission of Canada started a new part-time employment program to fill certain positions in Ottawa for economists, statisticians and librarians that would allow married women and others to work four to six hours a day, arranged to fit school hours. Salaries, based on qualifications and requirements of the position, are pro-rated according to the number of hours worked. The working year is from September to June, with time off during Christmas and Easter holidays. This arrangement permits women to continue their professional careers and to look after their home responsibilities.

A comparative study of the utilization of part-time workers in Canada and the United States concludes that such workers are "as productive per hour as full-time employees, or more so," and that "the largest number of part-time employees hired had qualifications of a kind or at a level in scarce supply." In Canada, the percentage of employed women who work less than 35 hours a week has grown from 11.2 in 1954 to 20.9 in 1964. In Canada, one worker in five works part-time; in the U.S., the proportion is about one in three.

The rate of mobility of employees within the federal Service seems to be higher for women than for men. During the first five years of work, internal mobility of men and women is almost the same, the report shows. Slightly more than one quarter had worked for one or more departments other than their present one. In the professional occupational category, this proportion was about one fifth. But among the employees who had worked in federal employment for a period of six to 15 years, women had changed department or agency more often than men. Approximately one half of them did not change, compared with three fifths of the men. The same was true also for employees who had worked for 16 to 25 years. Among employees with 26 years of service or more, however, only one third of the men had never changed department or agency, compared with about half of the women.

The statistical evidence contained in the report indicates that the turnover rate in the federal service is almost twice as high for women as for men. Variations occur between different age groups and occupations. Between 1962 and 1965, the average rate of turnover for men was 8 per cent, and for women, slightly more than 15 per cent. The principal reasons for separation given by men included employment outside the federal service, voluntary and involuntary retirement, full-time educational studies, move to another locality, and ill health. For women, the reasons included marriage, maternity, full-time home responsibilities, retirement, full-time educational studies, and ill health.

Prof. Judek continues: "Although the turnover rates for both sexes in the professional group as a whole were approximately the same as the rates for the whole federal Public Service, there were some significant differences within professional occupations. This may be important in view of experienced shortages of more highly trained manpower in Canada. It may also suggest that the federal Government's recruitment and employment policies, with respect to university graduates, should be directed toward attracting more women, particularly into those professional occupations that hitherto have been considered predominantly male occupations. This would minimize the wasteful turnover.

"An American study shows that the turnover rate for middle-aged women is lower than that for younger men. It suggests that '. . . in staffing certain positions where it is desirable to minimize turnover, well-qualified women in the middle age ranges could be expected to be better employment risks than younger men insofar as turnover is concerned.'"

Several aspects of the characteristics of work for women in the Public Service are analyzed in the report. Married women accounted for 43.5 per cent of the total number of women working in the federal Service in the Ottawa area. For the Canadian female labour force as a whole, 52.5 per cent of working women are married. One reason for this may be the fact that women did not find a place in the federal Service to any extent until 1955. In the professional and administrative categories, there were fewer married than single or other female public employees. Prof. Judek suggests that "for a married woman to remain in these two occupational groups requires an uninterrupted professional career involvement."

About 40 per cent of single female employees were younger than 25 years. "Between 25 and 44 years, the percentage of single women drops, presumably because a majority get married and leave the Service. Among other self-supporting women (widowed, separated or divorced), more than four fifths were 40 years or older.

The percentage of married women in federal employment decreases as the number of their children rises. More than 40 per cent of married female employees had no children. In the case of widowed, separated or divorced women, more than 50 per cent were not supporting children, 25 per cent had one child to support, and the rest had two or more.

As the ages of the children increase, the chance of the mother's being employed also increases. Women employees with children under six years of age accounted for about one fifth of married public employees, whereas about half of those working had children of school age. "This suggests that, given better child-care services, more married women might be working." In the case of self-supporting women with children, only 5 per cent had pre-school children, and about one third were responsible for one or more.

In examining the level of education of married women employees and the number of children, Dr. Judek finds that the higher the level of education of a married woman, the fewer children she has.

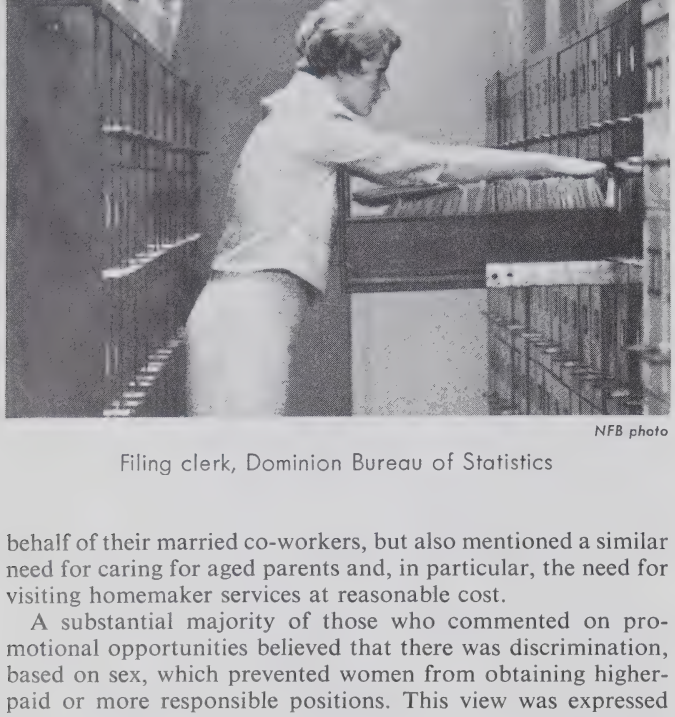
The husband's income is another factor determining a married woman's decision to work. A woman is more likely to work when her husband's income is low. The report finds, however, a growing tendency for married women from middle- and upper-income families to work, which may be due partly to improved education for women in general.

The women interviewed in the study were asked to comment upon any issues of interest related to their employment in the federal Service. Some of the single women not only suggested the need for expanded facilities of community child-care centres and nursery schools on



Photo by Doug Bartlett

Prof. Judek



NFB photo

Filing clerk, Dominion Bureau of Statistics

behalf of their married co-workers, but also mentioned a similar need for caring for aged parents and, in particular, the need for visiting homemaker services at reasonable cost.

A substantial majority of those who commented on promotional opportunities believed that there was discrimination, based on sex, which prevented women from obtaining higher-paid or more responsible positions. This view was expressed more strongly by the single and other self-supporting women. Most of them had been in the Public Service for a longer period, whereas those married women who believe sex discrimination exists have had shorter service, "possibly reflecting breaks in service while raising a family, and the fact that married women were not permanently employed in the federal Service until some years after World War II."

Quite a number of women expressed frustration about the "dead end" nature of their jobs, Dr. Judek reports. These women commented that more government-sponsored training programs would enable women to obtain better jobs. The need for training as a means of career development was voiced by both single and married women, some of the older married women making special reference to the need for "refresher" courses upon re-entry into the work force.

Maternity leave offers a special problem for married women in the federal Service. Several women reported that they encountered difficulties with the provisions for maternity leave, which will allow a woman to take up to a total of eight months leave before and after the birth of her child. These difficulties included interruption of service record, obstacles to claiming "pregnancy" as a reason for taking casual sick leave, and to using accumulated sick leave benefits for maternity purposes.

In his recommendations, Prof. Judek finds that the federal Government has not made full use of the talents and qualifications of women in staffing the Public Service. "This underutilization of women is due to 'traditional views on the suitability of women for many types of work and kinds of responsibility, as well as real factors of cost resulting from high absenteeism and turnover.' But personnel policies and practices have no doubt been improving in recent years to make more effective use of women's capacities and skills."

"It is possible," he notes, "that there may be differences in the quality of experience between men and women who are otherwise equal in terms of education and years of work. If such differences really exist, however, no doubt they reflect in some degree the failure in the past to promote women as quickly as men, and they may constitute a barrier to promoting large numbers of women into the upper levels of the Public Services."

Dr. Judek concludes his report with a list of 14 recommendations to the Government concerning how it might make better use of its womanpower:

- appoint women to some key positions in the Personnel Policy Branch of the Treasury Board to ensure that women may participate in formulating the Government's long-term and non-discriminatory employment policies, with the advent of collective bargaining rights for federal Public Service employees;
- appoint more women to responsible positions at all levels of Government, to set an example to private employers in opening the door to women in upper-level positions, and to encourage more women to diversify their training;
- appoint at least one woman member to the Public Service Commission;
- appoint a special and independent commission to review the effectiveness of implementation of the official government policy of non-discrimination in employment and personnel practices;
- increase the staff, scope of functions and research program of the Women's Bureau of the Department of Labour, so that a constructive development of womanpower in this country will be based on scientific research on a national scale;
- improve the status, qualifications and remuneration of personnel officers so that they may assist supervisory staff with employee motivation, which is low for both men and women
- permit more women to participate in training programs;
- consider the possibility of organizing nurseries in, or adjacent to, federal government buildings wherever there is a sufficient number of pre-school-aged children of public employees;
- introduce tax deductions for child care and housekeeping expenses from the gross income of working married women
- extend the recent offer of part-time employment to professional women to other occupational groups in order to attract more married women into the Public Service in those occupations that are in short supply;
- reduce the formalities necessary to obtain special leave so that married women may be given time off to cope with problems arising from their dual role as workers and home makers;
- offer maternity leave provisions for with full pay, or at least at half pay, or alternatively extend unused sick and special leave credits toward maternity leave at any time during or after pregnancy;
- establish more health units, and provide adequate rest rooms with the necessary furniture, which may reduce women's higher rate of absence; and
- ensure greater co-ordination and planning in the collection of statistics concerning Public Service employees, dealing with training, recruitment, and breakdown by sex of many kinds of statistics, including some of the types derived from the survey conducted for this study.

"The federal Government, being a Government of all Canadians and in the service of all Canadians, and by virtue of being the largest employer in the country, is politically and morally under obligation to provide leadership in enlightened progressive and fair employment policies and practices," Dr. Judek points out. "Moreover, the Public Service of Canada must be a showcase to other governments as well as to private employers in this country. As a strong supporter of the United Nations Organization and of the International Labour Organization, the federal Government, by its example, should provide leadership toward the realization of the principle of equality for women, including the important matter of equality in economic opportunities.

"The Government, as an employer, must intensify its efforts to make a maximum use of the abilities and qualifications of women."

The Strike of the Postal Workers

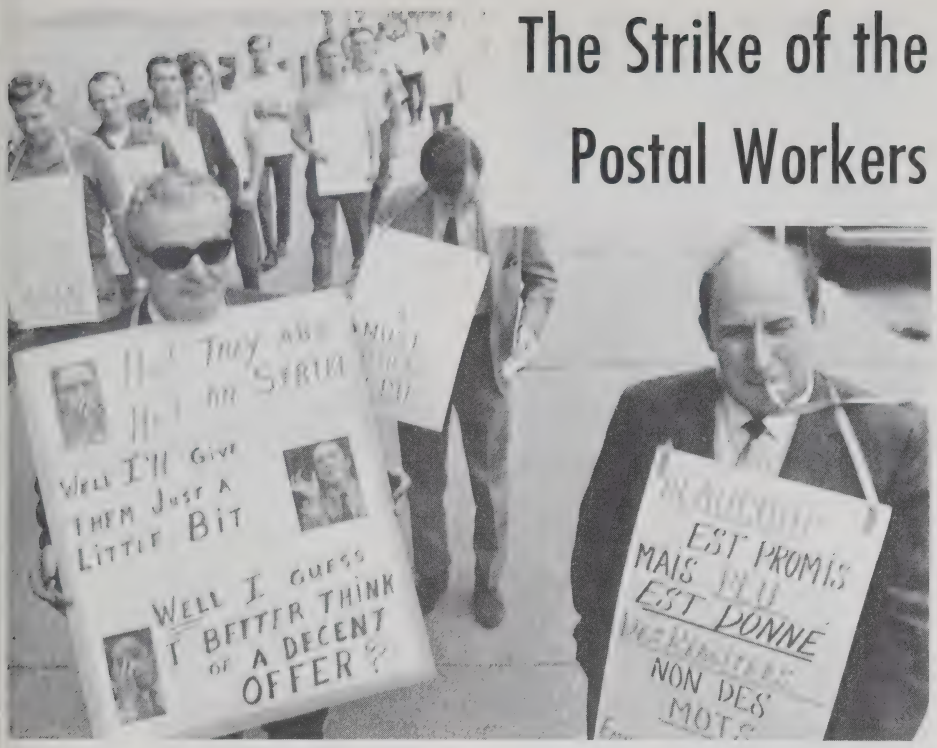


Photo by Dominion-Wide



NFB photo

Winnipeg mail sorter

This summer's postal strike ended after three weeks with the signing of a contract giving post office employees 39 cents an hour more in two contracts covering a period of 26 months.

THE postal strike that was a threat in April became a reality at midnight July 18 when Canada's 24,000 postal workers officially walked off their jobs.

Union representatives, led by the President of the Canadian Union of Postal Workers, William J. Houle, met with the federal Treasury Board on July 15 in a last-minute, but futile, effort to avert the strike. The talks were set up earlier that day by Jacob Finkelman, Chairman of the Public Service Staff Relations Board, and presided over by the former mediator Judge René Lippé, of the Quebec Superior Court.

The discontent among the postal workers was brought to light in a 1966 royal commission report. On July 22, 1965, some 12,000 post office employees in Quebec, Ontario and British Columbia had staged a week-long wildcat strike over wages and working conditions. And Mr. Justice André Montpetit, of the Quebec Superior Court, was commissioned in September of that year to investigate the causes of discontent in the Post Office Department.

The 1965 strike came after the unions has rejected government offers to bring maximum wages to $4,680 a year for letter carriers, and to $5,040 for postal clerks. The union wanted additional annual increases of about $660, but finally settled for increases ranging between $510 and $550, on the understanding that their pay would be increased after further review.

Mr. Justice Montpetit's report, "Royal Commission on Working Conditions in the Post Office Department," published in October 1966, contained 282 recommendations. Shortly after its appearance, another walkout was narrowly averted when on November 15, the unions agreed to a 10-month contract that included increases of 25 cents an hour.

Despite the fact that dissatisfaction with wages contributed to the unrest in the Post Office, most of the problems between the Department and its workers were the product of poor human relations, Mr. Justice Montpetit discovered. He intimated in his report that too many postmasters and supervisors thought themselves infallible, while some employee representatives were rebelling to the point that they were "alarmingly unwilling" to compromise.

After a strike was narrowly averted in 1966, the Council of Postal Unions signed an agreement with the government on November 15, 1966 to the effect that a joint union-department committee be formed to study the Montpetit recommendations. They wanted the committee to find ways and means to expeditiously implement all the feasible recommendations. Leaders of the Council have claimed that this was not done. Many recommendations were implemented unilaterally, they say, and in a manner that did not meet entirely with union approval.

Ever since the appearance of the Montpetit Report, the unions have argued that only its minor recommendations were implemented. But the Post Office Department claimed that 149 of the 282 recommendations were already in effect. According to their calculations, 3 were partially implemented; 8 were rejected by the department, the unions or both; 37 were under consideration, and 21 of these were placed in negotiations by the unions; 13 were for union action only; and 22 were bargainable under new legislation. According to the reckoning of the Council, 117 of the recommendations were implemented; 38 were partially implemented; 79 were not implemented; 18 were applicable to other departments, and their status uncertain; 27 were thought by management to qualify for processing through collective bargaining; and the

implementation of 3 was inhibited by legislation.

Roger Décarie, President of the Letter Carriers' Union of Canada, and co-chairman of the council, explained the discrepancy between the department's and the Council's interpretations in this way: "The Council only considers recommendations implemented when they have been fully carried out by every post office," he said. The department, conversely, was inclined to consider the Montpetit recommendations implemented once headquarters had agreed to them.

Negotiations between the Council and Treasury Board collapsed early in 1968 after three months of bargaining. The postal unions were demanding a 75-cent-an-hour increase in a 14-month contract that would expire on September 30, 1969, plus an extra 20 cents an hour for two groups totalling about 1,500 workers. They wanted to have a voice in negotiations on job assessments and promotions, and demanded that this also be included in the contract.

The wage increase that the unions sought would have represented a 29-percent boost to present salaries—$2.75 an hour for indoor workers and $2.63 for letter carriers. Postal clerks started at $4,685 and reached their maximum of $5,735 in five years. Letter carriers started at $4,735 and reached their maximum of $5,485 after five years.

The Council broke off the talks on April 24 and applied for a conciliation board. After a short period of unsuccessful mediation, a three-man conciliation board, under the chairmanship of Prof. André Adesgagne of Laval University, Quebec City, was established, and met on June 26. The other two members were Ben Coffey of the Ontario Civil Service Association, and Keith Campbell, a CPR Vice-President from Winnipeg.

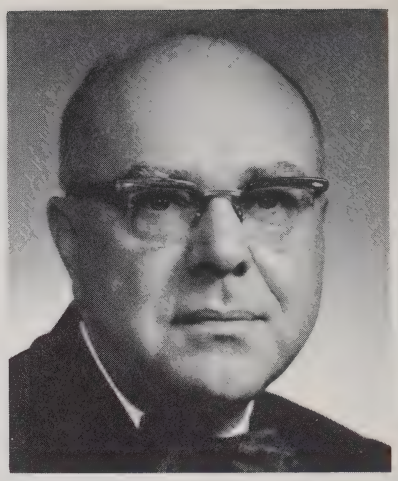
In a statement on July 31, Treasury Board President C. M. Drury said that the Council of Postal Unions had made no presentation to the board and no attempt to document or substantiate its demands. He said that Treasury Board presented a 400-page brief, setting forth information and argument in support of its position on each of the large number of items in dispute.

Seven days before the strike deadline, on July 11, the board reached unanimous agreement on improved working conditions for postal workers, but sidestepped the vital issue of wage increases. Neither Treasury Board nor the two postal unions made any concessions on the wage issue. But rigidity over wages was caused in part by prior arrangements between the two parties to call for the services of a mediator, once the conciliation board report was submitted to the Public Service Staff Relations Board.



Photo by André Larose

Mr. Justice Montpetit



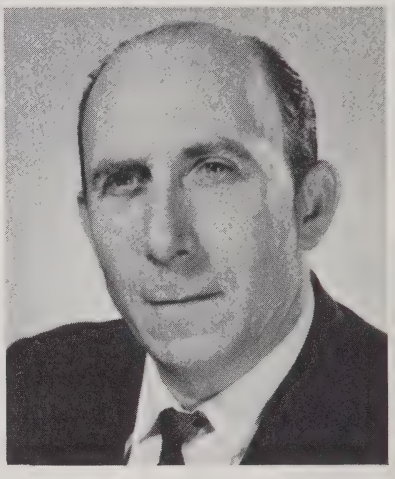
NFB photo

Judge René Lippé



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Hon. C. M. Drury



William J. Houle



Roger Décarie

The 45-page conciliation report and four-page preamble contained hundreds of agreed-upon suggestions for improving working conditions for postal workers and working relations between the worker and the Post Office Department. Many of the recommended changes incorporated proposals put forward in the Montpetit report.

Two of the main recommendations called for the establishment of a simplified grievance procedure, and mutual agreement between the department and the unions on new rates of pay when a worker was reclassified in his job. When an employee was assigned to a reclassified position before agreement on pay was reached, the new rate would be retroactive to the date he started his new job.

"Because these recommendations were supported by the chairman and by both the employer and union nominees, we at that time had reason to hope that a settlement could be achieved without a strike," said Mr. Drury.

The conciliation board report stated that most of the problems it dealt with concerned conflicts of interest between the parties, and the remainder were related

Letter Carriers' Clothing Allowance

All postal employees working outdoors are issued uniforms and given a clothing allowance. The average cost per employee for uniforms is about $65 a year.

Hats. One cloth hat for spring and fall every two years; one straw hat for summer, and a fur hat for winter every two years.

Shirts. Six shirts every two years.

Trousers. Four pairs every two years.

Ties. Two ties every year.

Jackets. One spring and fall jacket every two years; one winter jacket every three years; and an inner winter jacket on request.

Stormy weather wear. Cap cover, rubber boots, rubber leggings and rain cap, as required.

to interpretations of law over the new collective bargaining act for federal public servants. It added that the conciliation hearings helped to improve the "extremely strained" relations between the unions and Treasury Board.

Despite the optimistic tenor of the report, the Council rejected it and issued a strike call for July 18—the earliest possible date on which a strike could legally occur.

"Arrangements were made for the parties to get back to the bargaining table on Monday, July 15," explained Mr. Drury, "but before the arranged time of meeting had been reached, the Council had made it clear in public statements that no offer made by the Treasury Board could prevent or defer the strike." Mr. Drury said that Treasury Board negotiators made every effort possible to avert the strike. "In the process, they made a 6-per-cent wage offer, which, like the unanimous report of the conciliation board, was rejected."

In a statement made the same day, the Council said, "We have been meeting with the Government since January 29 this year in an effort to resolve this dispute. We have gone through negotiations, mediation, conciliation, and mediation again. But it was not until the eve of the national postal strike, July 17, that the Government made its first contract offer." This offer was rejected and the strike began.

Thirteen days later, the Treasury Board made a further and much more formal extensive proposal covering a 38-month period. Under the provisions of the Public Service Staff Relations Act, the basic agreement had covered a 14-month period expiring September 30, 1968. The new proposal covered this period and offered a second contract for a 24-month period ending on September 30, 1970.

"It was, and is our view that the additional two-year period could by effectively used by both parties to stabilize and improve labour-management relations in the Post Office Department," said Mr. Drury.

The proposal confirmed offers already made in negotiations on non-pay items. It called also for pay increases totalling 19 per cent: 7½ fully retroactive to August 1, 1967; 6½ per cent effective October 1, 1968; and 5 per cent effective October 1, 1969.

Rejecting the offer, the Council said that it did not reject the idea of a longer term than 14 months on which negotiations were started, but it called the money proposals unrealistic "considering that about 50 per cent of postal office employees represented by the two postal unions do not earn the maximum wage rate." The council pointed out also that the average wage in the post office was $2.57 an hour, with starting rates as low as $2.07. "You are also reminded that it takes a postal worker at least five years to reach the top pay level."

In the area of non-monetary matters, the Council said, they had yet to see in the Government proposals anything that would improve working conditions in the Post Office. Postal workers were still faced with the same situation that existed three years earlier, when the Montpetit Royal Commission had condemned working conditions as deplorable and, in many areas of Canada, "scandalous." The Council statement added, "The attitude of the Government clearly indicates that the Montpetit report, which cost hundreds of thousands of dollars, will be consigned to the archives to be forgotten."

The strike ended on August 8, three weeks after it began, when a majority of the 24,000 workers in the bargaining unit gave their approval to a settlement reached on August 6.

The formula that finally emerged gave the postal workers at least 39 cents an hour more in two contracts over a 26-month period ending September 30, 1969. This is a 15.1 per cent increase on the average hourly postal rate of $2.57. The agreements call for a boost of 21 cents an hour retroactive to the August 1, 1967, and a further increase of 18 cents beginning on October 1, 1968.

For many of the workers, the increase will range up to 45 cents an hour because of a new classification. Starting October 1, minimum pay was expected to be about $102 a week for a starting mail handler, and top pay about $128 for mail dispatchers and supervisory letter carriers.

Montreal strikers voted against the contract by a narrow margin of 1,437 to 1,426. Vancouver voted overwhelmingly against the settlement, 874 to 356, but Ottawa voted strongly in favour with a vote of 656 to 158. Toronto approved it with 50.5 in favour, while in Winnipeg it was approved overwhelmingly. These five large centres account for more than half of the postal unions' members. Quebec City approved the settlement by 256 to 234, while in such western cities as Edmonton, Regina and Victoria, approval was overwhelming. Many Ontario cities voted solidly against the settlement, but the margins were lost against the "Yes" votes of strikers in other places.

Although the settlement did not approach the unions' original demands, there was some satisfaction in the wide range of improvements in working conditions, including better arrangements for grievances, seniority and overtime pay.

Roger Décarie, co-chairman of the Council of Postal Unions, denied charges by some union members that the bargaining committee had caved in under the threat of legislation to end the strike. "I don't think the Government tried to intimidate us or use threats," he said. And at the signing ceremony on August 9, Mr. Houle, whose militant attitude

Association Officials Sign Two Contracts

Representatives of the Association of Postal Officials of Canada signed two contracts on August 15 covering about 2,400 postal supervisors.

One agreement, which ended on September 30 of this year, provided increases averaging 6.6 per cent, retroactive to October 1, 1966, and a further 8 per cent, retroactive to October 1, 1967. This was in addition to a 7-per-cent increase authorized by the Treasury Board earlier this year during contract negotiations. The second agreement provided for a 6.5-per-cent increase on October 1, 1968.

The increases give the five levels of postal officials maximum salaries ranging from $7,419 to $9,984.

The contracts provide for the creation of joint labour-management committees during the life of the agreements. They provide also for one additional holiday, Boxing Day, bringing the total number of paid statutory holidays to 11. The total cost of the settlement will be $3,325,000.

History of Postal Strikes

The 1968 postal strike was the fourth since the post office was established as a federal Government department at Confederation. The three previous strikes occurred in the period 1918-1965.

On July 22, 1918, 3,102 letter carriers walked off their jobs demanding higher wages and increased fringe benefits. Toronto, Hamilton, Winnipeg, Vancouver, New Westminster and Victoria were the cities hardest hit.

On June 18, 1924, 3,200 postal employees went on strike but all had returned to their jobs by June 30, some of them complaining they had been forced to take lower-paying positions. The Government reimbursed 2,500 of them.

On July 22, 1965, 12,000 workers struck in Quebec, Ontario and British Columbia. Most returned to work before July 30.

On November 15, 1966, a strike was narrowly averted when the unions agreed to a 10-month contract and a 25-cent-an-hour increase.

made him a hero to many of the strikers, called for a shorter bargaining period and stressed the need for keeping cool. Both sides had gained experience that would make their relations easier, he said.

In a brief statement at the same ceremony, Treasury Board President Drury expressed satisfaction that it had not been necessary to ask Parliament to intervene and end the strike. "This is, I think, a vindication of the process of collective bargaining in both the Public Service and the private sector." Mr. Drury said he looked forward to a period of labour peace in the Post Office, and hoped that, in the future, Treasury Board and the workers would be able to organize their business so they could reconcile their views without interrupting service. "As both the Government side and the employee side become more experienced, I would hope that we can achieve more rapid results."

Postmaster-General Eric Kierans pledged to work with the unions and revealed that he had asked Mr. Houle and Mr. Décarie to meet with him at the earliest possible time for talks with top department officials. Negotiation of the next contract was expected to begin in about a year, and union officials were already thinking about the objectives to be sought then.

At strike's end, there were 7,000,000 first-class letters and 2,500,000 pieces of mail piled up in post offices across the country. There were also 105,000 bags of partly sorted mail and 109 railway cars of mail in transit when the strike started.

Was the strike worthwhile? "Sure it was worthwhile," said Mr. Décarie. "We're coming out with a good contract for a first one. It's not perfect, but I think it's a workable contract. I think relations will improve to such an extent that we won't have to strike again."

●

New Brunswick to fight poverty in rural areas

The war on poverty during the next 10 years will get a helping hand from the Fund for Rural Economic Development (FRED), the provincial and federal government scheme that will pour $120.-000,000 into self-help and assistance programs in New Brunswick. The province will be the first to take advantage of the FRED scheme, the object being to revive the economic life of about 130,000 residents in rural areas.

The province had already established, in 1966, the Community Improvement Corporation to co-ordinate and direct the rural redevelopment program and provide community planning, public information and counselling services.

The new program calls for about 4,000 families living in rural poverty in northeastern New Brunswick to be moved, within the 10-year period, to urban centres where the breadwinners will take industrial jobs. Another 1,000 families will be resettled in the region above the Mactaquac hydro project on the St. John River, where a new town, Nackawic, is being built and a $70-million pulp and paper mill established.

The provincial education department has already built two schools in Nackawic costing $1.6 million, and by 1974 will have built 34 more in the northeast counties at a cost of $48 million.

Non-economic farm land will be bought up and a land bank established for the creation of more viable farm units. Rural residents wishing to move to approved urban centres will be given resettlement grants and moving allowances, and those in the 55-65 age group will be given special assistance.

The redevelopment program is voluntary, and its success depends on winning the co-operation of people who have to be persuaded to move from scattered rural areas into reception centres in Bathurst, Dalhousie, Tracadie, Campbellton, Caraquet and Shippegan. At these centres, trade training will be provided, jobs offered, and new homes made available on easy purchase terms.

The people who will benefit from the program are now leading a semi-nomadic existence on sub-marginal farms, and doing seasonal work on fishing boats or in the woods. Their annual income per capita is $500. In the Mactaquac area, the new pulp mill, tourist and allied service industries are expected to provide jobs for families who were formerly engaged in small-scale forming and fishing in communities of the St. John Valley, where the annual income per capita is $730.

The change from life on a small unproductive farm to the demands of training for a new trade may be difficult for some, but a richer, more productive life is the ultimate objective.

OECD releases study of part-time employment

Part-time employment has grown in importance in various countries because it answers the needs of workers who will not, or cannot, work full-time—persons with family responsibilities, older workers, the physically or mentally handicapped, and students.

A recent OECD report, Part-time Employment—its Extent and its Problems, by Jean Hallaire, reviews the economic and social arguments advanced by the Employers and Workers' Organizations for and against part-time employment.

Mr. Hallaire examines the obstacles to part-time employment, such as the pressures of taxation, and inequality of wages between men and women, and he suggests solutions. He examines also the contractual and statutory safeguards needed to successfully integrate this type of employment in the labour market.

The report considers the future of part-time employment in industry, teaching and nursing, and other public and quasi-public services, including leisure services.

Governmental services, and employers' and workers' associations looking for solutions to problems raised by part-time employment, will be interested in the author's conclusions and recommendations.

HAS YOUR ADDRESS CHANGED?

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50 Years Ago

From the Labour Gazette November 1918

A Royal Commission Report into alleged unrest existing in the Quebec shipbuilding industry pinpointed complaints.

Unrest in the shipyards of Sorel, Que., was discussed in a Royal Commission Report on in the Quebec shipbuilding industry. The Report was reviewed in the LABOUR GAZETTE for November 1918. It was alleged that the Leclaire Shipbuilding Company had dismissed several workmen because they had joined the union, that wages were low, hours long, and that it was desirable to have conditions investigated.

The Commission sat at the Court House in Sorel on August 29, 1918. J. M. Arthur Leclaire represented the company, J. P. Merrigan appeared for the boilermakers, and Narcisse Arcand appeared on behalf of the United Brotherhood of Carpenters and Joiners, Local 671.

The shipbuilding company had under construction a number of steel trawlers and wooden ships, and about 450 workmen, working 10 hours a day, were being paid from 27½ to 40 cents an hour, depending on the various trades. Riveters were mainly paid by piecework at from $2.00 to $3.00 per hundred, some of the riveters earning as high as $5.92 a day.

The Commission investigated an alleged case of intimidation by dismissal, and established that the man in question was not dismissed because of his connection with the union, but for proper and sufficient cause.

The wages paid at Leclaire were substantially the same as those paid by the Sincennes McNaughton Line, Limited, in its yard at Sorel, where the company built and repaired its own ships, and where carpenters were paid from $3.00 to $3.50 a day, boilermakers from $3.00 to $4.00, and labourers from $2.00 to $2.50.

The Department of Marine paid substantially the same wages at Sorel, the Commission said; but it readily admitted that wages were lower in Sorel than in any of the other shipyards in the Province of Quebec. The majority of the workmen owned their own homes and had small gardens where a considerable quantity of foodstuffs was raised. Labour was plentiful at the wages then paid, and men were advanced according to their ability and efficiency. Extra pay was given for overtime, but no shop or establishment had adopted the nine-hour day. All worked 10 hours, and the companies paid overtime rates for work over 10 hours and for Sundays and holidays.

"Under all the circumstances disclosed to the Commission, the hours of work and rates of pay in the shipyards at Sorel are in accordance with what prevails in the locality, and it is not deemed advisable for the present to make any recommendation," the three-man commission concluded.

One of the commissioners, J. M. Walsh, however, added a minority report on the investigation. Concerning the Sorel situation, he said, "I fail to see how the majority of the Commission did not see fit to make some recommendation for Sorel." He pointed out that Sorel was a town of about 10,000 with one industry, shipbuilding, and that the men were the lowest paid on the continent.

"They have not had in the past any organization to protect them and have therefore been more like slaves than free men," he said. "They have always been compelled to work for whatever they could get. As a result, they are yet building ships for 30 cents an hour and work 10 hours a day." He pointed out that the Commission had based its judgment on the principle that the majority of the men owned their own houses and had gardens.

"If we take into consideration the wages that have been paid and are paid yet, one can imagine the kind of house and garden they possess, and I personally protest against any system that penalizes a man for all time because of his thrift in the past."

Besides, Mr. Walsh said, it was not the majority that owned their own houses and had gardens. And the cost of living in Sorel was just as high as it was in other places in the province, with food as dear in Sorel as in Montreal. In fact, he continued, clothing and coal were more dear in Sorel than in Montreal, and he failed to see any reason why the majority of the Commission refused to recommend an increase in the wages and the establishment of a nine-hour day.

"I may say that, apart from the private concerns, the Government is operating a shipbuilding and repairing yard in Sorel, and I regret that the Commission failed to recommend an increase," he said. "More so do I regret that the Government is keeping their men under the same starving wages as the private concerns. I hope that the Government will realize the situation and pay at least what is paid in other shipyards in other parts of the province."

* * *

During the month, the labour market was much disturbed by an influenza epidemic, which caused both employment and unemployment. Hours of work were very irregular, and much overtime had to be worked to make up the labour deficiency. In most cases, employers were kept busy trying to replace workers who had contracted the virus, but in some instances, unemployment resulted through the closing, in the interests of health, of some of the larger plants and places of amusement.

Because of the epidemic, drug and medicine manufacturers and chemical plants were in need of additional help, and business was booming in the livery and garage industries because of the number of funerals.

* * *

There was a considerable increase in the use of child labour in the United States since the previous June, when the Federal Child Labour Law, 1916, was declared to be invalid. The increase was attributed to a number of causes, among them the high cost of living and the high wages owing to war conditions, the needs and cupidity of parents, and in some cases "a praiseworthy, though ill-advised desire on the part of many children to be doing a man's work and helping out in the war work of the nation."



Miss Sylva Gelber

New director appointed to Women's Bureau

Miss Sylva Gelber, formerly of the Department of National Health and Welfare, was appointed on October 15 as the new Director of the Women's Bureau of the Department of Labour. She replaces Mrs. Jock Findlay in the post.

During six years service with the Department of Labour of the Government of Palestine, from 1942 to 1948, Miss Gelber was directly concerned with labour legislation, including statutes relating to the employment of women and children. One of her primary fields of work was industrial relations.

She joined Health and Welfare in 1950, where she has been intimately associated with the planning and administration of several health programs in the fields of rehabilitation and health insurance. Recently, Miss Gelber was an adviser to the government delegation to the International Labour Conference in Geneva (L.G., Sept., p. 530).

Air Canada pilots ratify new contract

With the help of a conciliation board headed by Maxwell Cohen, Dean of the Faculty of Law at McGill University, the threat of a strike scheduled for August 29 at 2 a.m. was removed a few hours before the deadline, and a new contract ratified by 1,100 Air Canada pilots.

Dissatisfaction centred around what were, by United States standards, the comparatively low salaries earned by 400 pilots in the $600- to $700-a-month bracket. Included in this category were second officers on DC-8 jetliners who were receiving between $650 and $700 a month.

Claiming they were averaging less than 80 per cent of U.S. salaries, Air Canada pilots demanded a 21-per-cent increase over two years to bring them up to wage parity with their American counterparts. They pointed out that, whereas they had contracts for 85 hours flying a month, some U.S. lines worked a 75-hour month.

The new agreement provided for a 17-per-cent salary increase on the basis of 10 per cent for the first 15 months and the remaining 7 per cent for a year from July 1, 1969. There were also several important improvements in working conditions and fringe benefits.

First-year pilots earning $6,600 will earn $7,800 to $9,000 in the final year of their contract. Second-year pilots earning $7,200 to $8,400 will earn $9,600 to $10,500. Senior pilots on a formula pay basis will earn up to $32,617 a year. There are about 135 pilots in this senior category.

The settlement added $6,700,000 over a 27-month period to the company's present pilot salary output of $15,000,000 a year.

CAALL to establish industrial safety body

A new committee on industrial safety was proposed at the 27th annual conference of the Canadian Association of Administrators of Labour Legislation (CAALL) in Toronto on August 21. It will be known as "The Safety Committee."

All jurisdictions, individually or on a regional basis, will be represented by the principal safety officer of the Department of Labour, or of the Workmen's Compensation Board. Grant Gibson, Director of Safety and Technical Services, Ontario Department of Labour, was named initial chairman of the committee. The committee will assess the general industrial accident situation across the country, reveal trends by region, industry and occupation and draw attention to both problems and accomplishments.

Meetings will be held periodically with the directors of labour standards, labour relations, and industrial training to discuss and consider administrative practices and problems in their respective fields.



Photo by Murray Mosher-Photo Features

Labour Day at Man and His World

Diane Ethier of St. Thérèse de Blainville, Que., was crowned Miss Union Label during Labour Day celebrations at Man and His World, in Montreal. Miss Ethier is talking with Hon. Bryce Mackasey, federal Minister of Labour, while Gérard Rancourt, Vice-President of the Canadian Labour Congress, looks on.

New union formed at Saskatoon Convention

The creation of the new 40,000-member Canadian Food and Drink Workers Union was announced in mid-September at a convention in Saskatoon, Sask. The CFDWU is the product of a merger between the United Packinghouse Workers and the Amalgamated Meat Cutters and Butcher Workmen (L.G. Oct., p. 575).

Ontario Teamsters win parity with U.S. brothers

Ontario members of the International Brotherhood of Teamsters won wage parity with their United States counterparts when they approved a new contract with 51 major trucking firms on August 25. The contract gave them a 40.7-per-cent pay increase and substantial fringe benefits over a three-year period. Hourly wages will be increased by a total of $1.10 in stages over the next 30 months.

Before their first increase of 15 cents an hour on October 1, the basic hourly wage for drivers was $2.70, and for dock workers, $2.60. The subsequent increases will be 10 cents on March 2, 1969, 20 cents on June 1, 1969, 10 cents on January 4, 1970, 10 cents on May 31, 1970, 20 cents on January 2, 1971, and 25 cents on May 29, 1971.

The companies agreed to contribute to the union's health and welfare fund, additional payments of $9 a month for each employee, thereby raising the total monthly payments to $25. They agreed also to pay the full premiums required under the Ontario Hospital Services Commission plan, which means increasing the payments for each employee by $11 a premium-period.

One of the major changes in fringe benefits was the institution of a cost-of-living bonus that would be paid into the employees' pension plan instead of directly to the workers. The value of the bonus will be geared to the Dominion Bureau of Statistics cost-of-living index, and will permit wages to be increased by a maximum of 8 cents an hour over the three-year period. The total wage and fringe-benefit increases amount to $1.47 an hour.

Massey-Ferguson employees win near wage parity

Wage parity with workers in the United States was the core of the dispute that touched off the Massey-Ferguson Industries' strike at the company's two plants in Toronto and Brantford.

The strike began on April 19 and lasted 10 weeks. About 87 per cent of the 5,700 workers, members of the United Auto Workers, voted on June 29 to accept a three-year contract.

The settlement provides increases ranging from 67 to 97 cents an hour by December 22, 1969. This would bring the hourly rate of skilled tradesmen to $4.43, and of sweepers to $3.27.

Fringe benefits include full pay during a 10-day shutdown at Christmas, and a vacation bonus of $100 in addition to vacation pay. Workers received immediate increases of from 25 to 50 cents an hour. Retroactive pay going back to December 15, 1967, ranges from 19 cents to 49 cents an hour.

Total wage parity with the U.S., excluding fringe benefits, would have brought the basic Canadian rate to about $4.11 by 1970. Although the wage increases granted were somewhat higher than those in the U.S., the fringe benefits were not so costly. During negotiations, the company said that wage parity would cost $6,000,000 annually and force it to move to the U.S. The contract assures workers that the company will not move during the lifetime of the agreement, and guarantees pensions if the move becomes a reality.

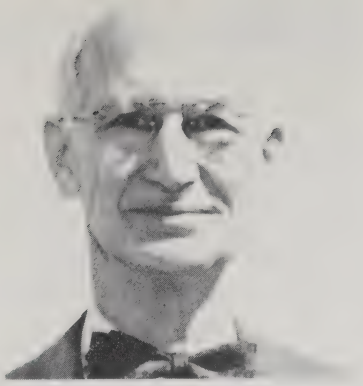
Toronto Star key personnel win $200 top minimum

A three-year settlement at *The Toronto Star* will give weekly top minimums of $200 and over by March 1970 to key advertising, business office, circulation, editorial and promotion personnel. This raises minimums for these classifications by $41 a week, which is $10 more than the $31 increase negotiated for other employees in key classifications.

A similar settlement of $31 at key top minimums was negotiated at *The Toronto Telegram*, but there was no higher-paid group in key classifications. The top minimum will go to $190.

The agreement with the *Star* was reached a week before the employees were free to strike. The American Newspaper Guild, which bargained for the employees, estimated that the settlement contained $500,000 more than was offered at the close of negotiations. It requires the paper to pay experienced reporters and photographers an extra $10 a week within three months after signing, and an additional 10 per cent within 15 months.

One of the fringe benefits gives *Star* employees was four-week vacations after 10 years of service.



J. G. Fletcher



Francis M. Hereford

Francis M. Hereford heads Annuities Branch

Francis M. Hereford, 57, previously assistant to the Deputy Minister of Labour, has been appointed Director of the Industrial Pensions and Annuities Branch, Canada Department of Labour. He succeeds J. G. Fletcher, 67, who retired at the end of June.

Mr. Hereford was born in Winnipeg and educated in Ottawa and Montreal. He joined the Department of Labour in 1931, serving with the Unemployment Relief Branch until 1941. After three years as assistant to the Director of the Vocational Training Branch, he was appointed Assistant Associate Director of National Selective Service, and subsequently special assistant to the Deputy Minister.

Mr. Hereford became Assistant Director of the Special Services Branch in 1948, and then moved to Britain in 1956 as a representative of the Department of Labour in London. He returned to Ottawa in 1959 to become Director of the Special Services Branch. During the Department's reorganization in January 1966, Mr. Hereford was made assistant to the Deputy Minister, a position he held until March 31, 1968.

J. G. Fletcher had joined the Branch as its actuary in 1947, and had served as Acting Director since the autumn of 1966. Born in Portage-la-Prairie, Man., Mr. Fletcher joined Mutual Life of Canada after graduating from the University of Manitoba, and the Manitoba Agricultural College, Winnipeg.

From 1941 to 1944, Mr. Fletcher served in the Armed Forces, first as a battery captain with the 19th Field Regiment, RCA, and, after promotion to major, as second in command of the 10th Light Anti-Aircraft Regiment, RCA, until it was disbanded.

Labour Federation Conventions – 1968

New Brunswick and Manitoba

New Brunswick

"UNIONS are here to stay," said Paul Lepage of Bathurst, President of the New Brunswick Federation of Labour. "When all employers realize this, we will increase our productivity, have better wages, better conditions of employment, and more labour stability in our province."

Mr. Lepage was addressing the 237 delegates representing unions and labour councils in the province, at the opening day of the Federation's 12th annual convention on June 17 in Bathurst.

In recounting the accomplishments and setbacks of the year, Mr. Lepage told the conference that there had been a one-day meeting of all labour councils in the province to study the report of the Royal Commission on Employer-Employee Relations in the Public Services of New Brunswick. At the close of the second meeting with representatives of the Canadian Union of Public Employees and the secretary-treasurer, the Federation supported the report with only one major objection—its opposition to the merit system in place of seniority.

"The Federation contended that every union should have the right to negotiate seniority clauses for promotions and job security," he said, "But rather than hold up the report, we supported it in principle." It was expected that the Government would deal with the report at the fall session of the Legislature. "We intend to use every means possible at our disposal to have this report enacted as law along the lines recommended by Dr. Saul Frankel."

Mr. Lepage said that the November layoff of 450 men by the CNR in the Atlantic region was considered a crisis in Moncton. The Federation called a mass meeting and invited five federal cabinet ministers, but none attended.

He called attention also to a meeting of the Atlantic Provinces Federation of Labour that followed the Hawker-Siddeley announcement of the Sydney mill's closing. At this meeting it was decided that a brief should be presented to all members of Parliament from the Atlantic provinces explaining the plight of the region's workers and requesting a meeting to discuss the situation.

Bill C-186

At the meeting with the Atlantic MPs, a proposed bill by the Hon. Jean Marchand, Minister of Manpower and Immigration, was violently attacked by Atlantic provincial labour representatives, who contended that it would give special bargaining powers to the Confederation of National Trade Unions. "This bill would carve into our existing national bargaining units," Mr. Lepage said, "and would only compound our present problem and further widen the wage gap that now exists in our part of the country."

Two widely-disputed resolutions introduced and referred for further study at the opening session were again placed before the delegates and passed by them. One was the reform of the province's Garnishment Act, which gives creditors the right to garnishee wages of a creditee, and the other was the closing of provincial highways to commercial vehicles on Sundays, except for the transportation of perishable goods.

Other motions passed during the opening day called on the provincial Government to:

- open all salmon waters in the province to New Brunswick fishermen, and supply a map of all such waters;
- impose stricter penalties upon industries polluting New Brunswick waters;
- amend the Municipalities Act so that municipal elections could be held on Saturdays instead of Mondays;
- establish an annual provincial holiday;
- inspect amusement rides at fairs, etc.;
- increase vacation pay to six per cent;
- build a trade school in Fredericton;
- provide higher pay for student nurses.

Other resolutions asked the provincial Government to: implement government-sponsored compulsory automobile insurance; raise the minimum hourly wage in N.B. to $1.50 for all employable persons; develop highly effective and efficient residential adult training centres in the provinces; refund all sales tax paid on children's clothing purchased for youths under the age of 18 years; bring linemen working in the field of electricity under the same safety and technical standards as the inside wiring trade; reimburse workers called for jury duty in the amount lost by absence from work, plus expenses; bring the New Brunswick Electric Power Commission workers under the New Brunswick Labour Relations Act.

The delegates called also for another television station in Saint John, for all government-subsidized fishing vessels under construction to be built in New Brunswick, and for a premium of 10 per cent to be awarded to contractors whose home base is in New Brunswick.

Job Safety

The federal Government was asked to provide an experienced safety man for the Saint John waterfront.

And both Governments were urged to consider the establishment of a Canadian merchant marine in the near future. The Federation went on record as supporting the campaign of Canada's shipyard unions, in their efforts to obtain more Canadian freighters. Only .01 per cent of Canada's imports and exports are carried on Canadian vessels.

Some of the resolutions were more directly related to the trade union structure in New Brunswick. As a result of these resolutions, the annual monthly contribution of each of the 23,000 members of the NBFL was raised to 10 cents from 7; the president of the Federation will receive an annual honorarium of $700 and the secrerary-treasurer $1,000; and the Federation will petition the provincial Government to abolish the ex parte injunction, often imposed by the courts to remove picket lines during strikes.

The secretary-treasurer of the Federation, Valerie Bourgeois, of Moncton, said

that the membership had increased by 3,532 since last year.

Henry Rhodes, of Ottawa, the Canadian Labour Congress director for provincial labour federations and councils, outlined the new ruling of the CLC, forcing all unions to affiliate with local councils and provincial federations. The speaker told the delegates that all member unions of the CLC must belong to the provincial federation to maintain CLC affiliation. "Of course this must be implemented with prudence and good sense," he said.

Mr. Rhodes spoke on other constitutional changes made at the CLC's national convention. An amendment as made to the CLC constitution to make all provincial federation presidents members of the executive council. This would "bring all provincial federations in closer liaison with the CLC."

He complimented the work of the NBFL during the last year, referring to the Federation's detailed study of the Frankel Report and a meeting with other At'antic Province federations to discuss regional disparity.

Fair Employment

George McCurdy, Human Rights Officer with the Fair Employment Practices Branch of the Department of Labour, praised the NBFL for supporting the human rights movement in New Brunswick. Mr. McCurdy referred to the present situation in the United States and said that discrimination was "the order of the day." A recent Gallup poll taken in the U.S. showed that only one of every 100 persons thought the American Negro was being discriminated against.

"Prejudice and discrimination is more subtle in Canada," he said, and pointed to the Candian Indian who earns an average of $1,316 a year. Mr. McCurdy urged members of trade unions to keep working for human rights. "Trade unionists must become more involved in community affairs in order to bring the problems of the human rights movement to the attention of the public," he said.

Officers Elected

Paul Lepage was re-elected for a second term as President. Other officers re-elected for a second term were: Regional Vice-Presidents Eric Petrie, Bathurst; Michael Kenny, Newcastle; Greg Murphy, Moncton; Phil Hooker, Fredericton; Roland Blanchette, Edmundston; and Lloyd Basque, Dalhousie. Valerie Bourgeois, Moncton, was re-elected Secretary-Treasurer.

Before the sessions adjourned, Mr. Lepage announced that an executive meeting would be called in the near future. It would study new labour legislation expected to be introduced in the provincial legislature this fall by Labour Minister H. H. Williamson.

Manitoba

THE President of the Manitoba Federation of Labour, R. J. Henderson, told the 200 delegates attending the 14th annual convention of the 50,000-member Federation in Winnipeg, June 7 to 9, that the union movement no longer had the desire to co-operate with the Manitoba Labour-Management Review Committee, commonly known as the Woods Committee.

"There continues to be exasperation and frustration due to the failure of the Woods Committee to bring in effective recommendations to the Government," Mr. Henderson said. "Consequently, there is no wide-spread desire expressed by labour members of the committee to continue with the futile experience." Before the conference was over, however, delegates decided to continue participating in the work of the committee.

Turning to the economic conditions in Canada and Manitoba during the past year, Mr. Henderson told the convention that labour won good settlements in recent months. "It is not coincidental, however, that they were being won in a period that has been dubbed by officials of the Economic Council of Canada as 'The Great Expansion.' "

He went on to praise indirectly the Report of the Royal Commission on Taxation.

"Publication of the report was followed by an almost unprecedented high-pressure campaign by corporations and special interest groups who would, if the Carter Commission recommendations were adopted, be required to make larger contributions to the country's tax needs."

Membership Surge

Louis Laberge, President of the 207,000-member Quebec Federation of Labour, told the convention that there has been a great surge of new members into the ranks of the Quebec labour movement, and that the voice of the working man in Quebec will be heard much more loudly across the land.

Mr. Laberge said that Quebec used to be known as "the cheap province" because Americans and other Canadians could obtain inexpensive labour there.

Too often the Quebec labour movement has been sleeping at the switch, he said, and not making itself heard. "There are more groups affiliating with the QFL. And it's not the best time to build a strong federation when you need it. You've got to do it before."

In an interview after his address, Mr. Laberge said that the QFL, a CLC affiliate has 207,000 card carrying members, and its rival, the Confederation of National Trade Unions, has about 205,000 members.

Concern for the Community

The Canadian labour movement is in danger of turning on itself, said Gérard Rancourt, Executive Vice-President of the CLC. Speaking to delegates on the second day of the meeting, Mr. Rancourt said: "The trouble in this country is that many of our unions have become part of the establishment. Our unions and their representatives are only concerned with their own contracts. But part and parcel of the movement for social reform is that it must fight for peace and equality for the whole community at all times."

Mr. Rancourt, who until this spring was General Secretary of the QFL, told delegates that only about one-third of the Canadian labour force is unionized, and if there was no relief for these unorganized workers, a movement might arise to take things into its own hands. "That is our duty and responsibility before the nation."

Joseph James, former MFL executive, charged MFL-affiliated union locals with "chiseling" on affiliation dues. He said per capita fees of 7 cents a month are now paid by locals for about 35,000 members, and the real number of affiliates was 46,000.

Delegates passed a resolution supporting organizations backing medicare to cover all Manitobans, and urged the immediate implementation of the federal medicare plan.

They passed resolutions calling for improved workmen's compensation conditions concerning accidents, condemning "gimmick" advertising, and requesting a new detention home in Winnipeg.

A resolution, introduced at the close of the convention, urging a monthly voluntary, two-cent, per capita levy on all locals, was defeated. Delegates voted also against a resolution that called for the provincial Government to discontinue the use of daylight saving time in Manitoba, north of the 53rd parallel.

A. A. (Bud) Franklin, International Representative of the United Brewery and Soft Drink Workers (AFL-CIO CLC), and formerly Vice-President, CLC (Prairie Region), defea'ed R. J. (Bud) Henderson to become President of the Manitoba Federation of Labour.

The official 1968-69 slate is: Mr. Franklin, President; Joseph Wilford, re-elected First Vice-President; R. J. Henderson, Second Vice-President; T. E. Fick, third Vice-President; and Bernard Christophe, re-elected Secretary-Treasurer.

Employment Fatalities

Second Quarter, 1968

The Department has received reports on 182 employment fatalities that occurred in Canada during the second quarter of 1968. During the previous quarter, 245 fatalities were recorded. This is 68 more than the previously published total of 177 (L. G., Aug., p. 471). In the second quarter of last year, 271 fatalities were recorded—67 more than the preliminary figure of 204 (L. G., Nov. 1967, p. 688).

During the quarter, two multi-fatality accidents brought death to seven workmen. In April, four men lost their lives in a plane crash near Vancouver International Airport, and three railway employees were burned to death when their train derailed in Emerson, Man.

Four industry divisions accounted for 67.0 per cent of the total number of fatalities.* Of the total, 33 occurred in construction, 31 in transportation, 30 in manufacturing and 28 in mining. The remaining 33.0 per cent were distributed in other industry divisions as follows: forestry, 12.1 per cent; public administration, 6.0 per cent; trade, 5.5 per cent; service, 3.9 per cent; fishing, 3.3 per cent; and agriculture, 2.2 per cent. No fatalities were reported in the finance industry.

The 25-44 age group accounted for 43.4 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 33.5 per cent, and the remaining 23.1 per cent were distributed among the other age groups as follows: 20-24 age group, 11.5 per cent; 65 and over, 6.1 per cent; and 14-19 age group, 5.5 per cent.

Three occupational divisions accounted for 67.0 per cent of the total fatalities: craftsmen, production process and related workers, 35.2 per cent; transportation and communication workers, 18.1 per cent; and miners, quarrymen and related workers, 13.7 per cent.

The distribution of the remaining 33.0 per cent among other occupational divisions was as follows: loggers and related workers, 9.9 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 8.2 per cent; service and recreation workers, 4.9 per cent; fishermen and managerial workers, 2.8 per cent each; farmers, 2.2 per cent; and professional occupation workers and sales employees, 1.1 per cent each. There were no fatalities recorded for clerical workers.

Three accident-type categories accounted for 71.4 per cent of the total number of fatalities. These were: struck by different objects, 29.1 per cent; collisions, derailments, wrecks, etc., 22.0 per cent; and falls and slips, 20.3 per cent. The remaining 28.6 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 8.8 per cent; inhalations, absorptions and industrial diseases, 8.2 per cent; contact with electric current, 5.5 per cent; conflagrations, temperature extremes and explosions, 2.8 per cent; miscellaneous accidents, 2.2 per cent; and over-exertion, 1.1 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 50.0 per cent of the total number of fatalities in mining, 48.5 per cent in construction, and 48.4 per cent in transportation. An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 76.7 per cent of the fatalities that occurred in manufacturing, and 66.7 per cent of those in construction. Transport and communication workers accounted for 64.5 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 68.2 per cent of the fatalities in forestry and 30.3 per cent in the construction industry were the result of the victim being struck by different objects; another 36.4 per cent of fatalities in construction were the result of falls and slips; and 61.3 per cent of fatalities in transportation were the result of collisions, derailments and wrecks.

During the quarter under review, there were 58 fatalities in April, 63 in May and 61 in June. By province, the largest number of fatalities, 62, occurred in Ontario; in British Columbia there were 45, and in Alberta, 26.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department of Labour from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

*See Table H, p. 680.

Consumer, August 1968

The consumer price index (1949 = 100) rose by 0.3 per cent to 156.0 at the beginning of August from 155.6 at the beginning of July. It was 3.4 per cent above the August 1967 level of 150.9.

The food index increased by 1.1 per cent to 153.6 from 151.9, and was 1.6 per cent higher than in August 1967. Bread prices rose by 2.6 per cent, and eggs also indicated a substantial price increase over the preceding month. Fresh milk and sugar remained unchanged in price, and butter declined marginally.

Among meat items, there was a noticeable increase in the price of pork products. Chicken and beef advanced slightly, but turkey was a little lower. Produce prices declined slightly as lower quotations for potatoes, cabbage, celery and tomatoes outweighed increases for apples and strawberries.

The housing index advanced 0.1 per cent to 158.4 from 158.3 and was 4.1 per cent above the August 1967 level of 152.2. Generally higher rents were recorded, with tûe largest increases occurring in Calgary, Toronto, Montreal and Winnipeg. Home-ownership costs remained unchanged except for higher insurance premiums and fuel oil prices in a number of cities. Furniture and carpet prices declined as a result of midsummer sales, and supplies and services showed little change from the preceding month.

The clothing index declined by 0.3 per cent to 135.7 from 136.1 and was 2.6 per cent above the August 1967 level of 132.3. Sales reduced prices for most men's and women's outerwear, but the prices of footwear and piece goods increased.

The transportation index declined by 0.1 per cent to 161.8 from 161.9. Generally lower train fares and new automobile prices outweighed increases for gasoline and taxi fares in a number of cities.

The health and personal care index rose by 0.2 per cent to 199.1 from 198.8. The increase was due to increased dentists' fees in Regina and Saskatoon, together with generally higher prices for pharmaceuticals and toiletries.

The recreation and reading index increased by 0.2 per cent to 175.2 from 174.8. The tobacco and alcohol index remained unchanged at 141.1 and was 9.7 per cent higher than the August 1967 level of 128.6.

Group indexes a year ago in August were: food 153.6; housing (shelter and household operation) 158.4; clothing 135.7; transportation 161.8; health and personal care 199.1; recreation and reading 175.2; and tobacco and alcohol 141.1.

City Consumer, August 1968

Between July and August, consumer price indexes advanced in all regional cities and city combinations except Toronto, where the all-items index remained unchanged. The increases ranged from 1.2 per cent in St. John's to 0.2 per cent in Edmonton-Calgary and Vancouver.

Food prices advanced in seven cities and declined in three. The housing index moved up in all cities except Vancouver, where it remained at the July level. The clothing index and transportation index each declined in five cities, reflecting summer sale prices for men's and women's outerwear, and seasonal reductions in new car prices. The indexes for health and personal care, and for recreation and reading, moved up in seven regional cities. Prices for tobacco and alcohol products increased in three cities, declined in three, and remained unchanged in four.

Regional consumer price index point changes between July 1968 and August 1968 were as follows: St. John's +1.7 to 137.9*; Halifax +0.8 to 148.1; Montreal +0.6 to 153.7; Saint John +0.5 to 151.4; Ottawa +0.5 to 155.7; Winnipeg +0.4 to 151.3; Saskatoon-Regina +0.4 to 146.0; Edmonton-Calgary +0.3 to 146.6; Vancouver +0.3 to 149.1; Toronto remained unchanged at 157.4.

Wholesale, August 1968

The general wholesale index (1935-39 = 100) moved up 0.2 per cent in August to 269.7 from the July index of 269.2, and was 1.9 per cent higher than the August 1967 index of 264.8. Five of the eight major group indexes increased, two decreased, and one was unchanged.

The animal products group index rose 1.2 per cent to 299.9 from 296.2 on price increases for livestock, fresh and cured meats, and eggs. An increase of 0.5 per cent to 215.9 from 214.9 in the chemical products group index reflected higher prices for soaps and detergents.

Increases of 0.2 per cent or less occurred in the following major group indexes: textile products, 256.5 from 256.1; iron products, 277.2 from 276.7; and non-metallic minerals, 206.4 from 206.3.

The non-ferrous metal products group index moved down 0.6 per cent in August to 245.3 from 246.8 in response to lower prices for silver. The vegetable products group index declined 0.2 per cent to 229.4 from 229.9.

The July figures incorporate revisions due to the receipt of returns delayed by the postal strike at the time of the original publication of the July indexes and the preliminary release of the August indexes.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) advanced 0.9 per cent to 266.1 from 263.8 in the three-week period August 2 to August 23. The animal products index moved up 3.4 per cent to 345.8 from 334.4, and the field products index declined 3.5 per cent to 186.5 from 193.3.

British Retail, June 1968

The British index of retail prices (January 16, 1962 = 100) was 125.4 at June 18, compared with 124.9 at May 21, and 119.9 at June 20, 1967.

The index for foods, the prices of which are affected by seasonal variations, rose by nearly 0.5 to 125.6, compared with 125.1 in May. Increases in the prices of fresh fruit, fresh vegetables, eggs and bacon were partly offset by reductions in the prices of potatoes. The index of the food group as a whole rose by nearly 0.5 per cent to 124.1, compared with 123.6 in May.

In the fuel and light group, the principal changes were increases in charges for gas. The index for this group as a whole rose by less than 1 per cent to 131.9, compared with 130.8 in May.

The index for the transport and vehicle group rose to 120.4 compared with 120.1 in May, mainly as a result of a rise in the average level of prices of second-hand cars.

The miscellaneous goods group index rose by 1½ per cent to 126.7 compared with 124.8 in May.

There was an increase of about 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 127.5 from 126.8.



Nurses in Canada

According to *Countdown*,* slightly less than three quarters of the professional nurses in Canada were employed in nursing in 1966. One fifth of the 112,866 registered were not employed in nursing, and they comprised those employed in other occupations as well as those not employed at all. Five per cent of the respondents did not report their employment status.

Married women accounted for more than half of the respondents employed in nursing, and they outnumbered their single counterparts by a ratio of 7 to 1 among those not employed in nursing.

More than half of the professionally active nurses registered worked on full-time schedules, and 18.6 per cent pursued part-time activity. Nine out of 10 of those employed part-time were married women, and 7.2 per cent were classified as single.

Education

Of the 82,517 nurses employed in nursing, less than 1 per cent were holders of Master or higher degrees; 5 per cent had a Bachelor's degree; 10 per cent had some credits toward a baccalaureate degree; and the remaining 85 per cent had as their highest educational qualification, diploma program leading to R.N.

The proportion of nurses with academic degrees and university preparation was somewhat higher among the full-time than among the part-time nurses.

Employment and Occupation

The majority, 78.7 per cent, were employed in hospitals or other institutions, and 6.3 per cent in public health other than school health organizations. Private practice accounted for 4.5 per cent of the total, and 3½ per cent were in schools of nursing. The remainder were employed by offices of physicians and dentists, and in occupational health, school health and other specified fields.

General duty or staff nurse was the employment status of two out of three registrants, and 12 per cent of the total were classified as head nurse or assistant. The others were distributed, in descending order, among supervisor or assistant, other specified position, instructor and director or assistant.

Age

Thirty-four years was the median age of all professional nurses registered in 1966. Those not employed in nursing had a median age of 35, which rose to 39 for registrants with employment status not stated. The single nurses in the latter category, however, had a median age of 30. For those employed in nursing, the median age was 33, and the median age for married nurses in that group was 35, six years higher than for single nurses. Married registrants not employed in nursing had a median age of 34, identical with the median age for all registrants, and lower than the single nurses in that group, whose median age was 38.

More than half of the registrants employed in nursing were under 35 years of age. One third were between 35 and 54 and the remainder were over 55.

Where Do They Live?

Ontario and Quebec together accounted for 62 per cent of all registrants employed in nursing. Ontario employed 40 per cent and Quebec 22 per cent. This proportion differed from the geographic distribution of women in the labour force as a whole for 1966, when 38 per cent of all working women lived in Ontario and 28 per cent in Quebec.* British Columbia accounted for 10 per cent of the total employed nurses, Alberta 7 per cent, Manitoba and Saskatchewan 5 per cent each, Nova Scotia and New Brunswick 3 per cent each, and Newfoundland and Prince Edward Island 1 per cent each.

Male Nurses

There were 372 male nurses registered in Canada and employed in nursing. Of these, 77 per cent were in hospitals and other institutions.

Slightly less than half were classified as general duty or staff nurses, compared to two thirds of the female nurses in such positions. Director and assistant director positions were held by 5 per cent of the male nurses and 3 per cent of the female nurses; 16 per cent of the male nurses were classified as supervisors and assistants, compared with 7 per cent of the female nurses; and 18 per cent of the male nurses were head nurses and assistants, whereas 11 per cent of the female nurses were in such positions.

Earnings

Minimum basic gross salaries recommended by the provincial nurses' associations for general staff nurses for 1968 ranged from $400 a month in Prince Edward Island to $600 a month in British Columbia. Upward revisions are recommended commensurate with the educational qualifications and responsibilities of the position.

Employment Standards

Hours of work recommended by provincial nurses associations ranged from 35 a week in Ontario and 37½ in British Columbia to 40 in all other provinces. Five provincial associations, those in British Columbia, Newfoundland, Ontario, Prince Edward Island and Quebec, recommend a minimum of 16 hours between shifts, and annual vacations vary from 15 to 20 working days a month, where recommended.

**Countdown 1967*, Canadian Nursing Statistics, Canadian Nurses' Association.

**Facts and Figures about Women in the Labour Force*, 1966, Women's Bureau, Canada Department of Labour.

Women's Bureau

Employment and Social Problems Of Older Workers — Part I

"In the years ahead, up to 1975, the population of the world is expected to rise every year by some 2 per cent, but the number of those aged 60 and over will increase by 2½ per cent a year, or by some 6 million persons annually. The general picture, then, is of a world with an aging population, with a higher population of older workers in the labour force and greater numbers of old people for society to consider and, to some extent, support."

The foregoing statement was made in a report on the employment and social problems of older workers, published by the International Society for Rehabilitation of the Disabled in the July 1968 issue of the Society's quarterly publication, *International Rehabilitation Review*. The report was presented by the International Labour Organization to the International Seminar on Vocational Rehabilitation of Disabled and Elderly Workers in Rural Areas, held in Halle, German Democratic Republic, last April.

According to the report, the ILO adopted in 1961 a resolution concerning the special employment problems of older workers. The resolution drew attention to the fact that these problems had been accentuated by the introduction of new manufacturing techniques and production methods. It emphasized also the need for vocational guidance, occupational training and re-training, job placement, and relocation programs adapted to the needs of older workers. Finally, the resolution stressed the need for social security systems covering old-age insurance in developing countries.

The problems of older people were the keynote of the report delivered to the International Labour Conference in 1962 by the ILO's Director-General, David Morse. At that time, Mr. Morse stressed the difficulties of drawing any composite picture, or of giving a chronological definition of older workers. Their difficulties were outlined within the broad framework of economic and social change generally, as well as within the more specific framework of social protection as seen against the background of particular national and local circumstances and of individual need and capacity.

The report stated also that age becomes a significant factor in the life of a worker when, because of advancing years, he begins to find difficulty either in doing his work or in finding or keeping a job. It is at this stage that he becomes an older worker from the standpoint of the world of work.

The ILO paper poses the question, What are the problems and prospects for older workers in economic life?

Older workers often find it hard to adapt to new work methods and production techniques and, in an effort to keep up with a fast-changing industrial society, may have to transfer to jobs better suited to their changing capacities. While trying to make this change, they may encounter discrimination on the basis of their age, or be confronted with rigid hiring regulations. They may find it hard to get another job or even to obtain retraining. They may find that, for all practical purposes, they have been tossed onto the human scrap heap and that no one has much use for them or interest in them.

The report examined, under three major headings, the main difficulties and prejudices encountered by older workers, and indicated to what extent these can be justified:

1. Technological change. Frequently the education, training and skills acquired by older workers do not equip them to cope with new work methods and production techniques.

Related research studies had shown, the report stated, that on the whole, those popular notions of aging in relation to work needed to be radically revised. Studies have demonstrated conclusively that work capacity may, in some respects, increase rather than diminish with advancing years, and that, more often than is generally believed, efficiency and responsibility may be higher among older workers than among younger ones.

2. Physiological requirements. It is often argued that older workers are unable to meet the physical requirement of a particular job, and that, even whe the physical content of the work is reduce or eliminated, they may be at a disad vantage because the new process may ca for greater mental effort, or bette perception.

In the United States, according to th report, surveys of comparative job per formance by age for both factory an office workers had shown that nearly hal of the 45-54 age group had man-hour out put indices greater than the averag worker in the 35-44 age group. Anothe survey showed that women office worker aged 45 to 65 reached an exceptionall high level of output and efficiency in suc tasks as typing, or the sorting and filin of documents.

3. Prejudice and discrimination. Pos sibly these are the most serious obstacle of all. Many employers have preconceive and ill-founded notions about the abilit of workers above a certain age. The appear to believe that older workers ar less productive, less adaptable, mor prone to sickness and absenteeism, an more difficult to fit into pension scheme These mistaken beliefs may be the roo cause in the fixing of arbitrary age limit for both engagement and cessation o service—in other words, a form of dis crimination.

The report referred to the publi education undertaken in many countrie as one method of combatting age dis crimination. Through such media as th press, radio, cinema and television, th public at large has learned of the problem of older workers and how they can b resolved by co-operative effort.

Legislation was cited as another metho of eliminating discrimination. There i almost as much difference of opinio about the value of such legislation, how ever, as there is about the use of quot schemes for disabled persons. Those wh favour it maintain that it helps creat employment for elderly workers. Thos who oppose legislation say that it i difficult to enforce non-discrimination o the basis of age.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

The second half of the foregoing article will b published in our December issue.

Global Needs In Rehabilitation

Part II

Outsiders entertain a variety of notions about the role played by government and voluntary organizations in rehabilitation services. But, basically, these agencies connected with the rehabilitation process are concerned with the medical, social, educational and vocational questions. It is likely that several ministries will participate, and it is important, therefore, that responsibility for rehabilitation by clearly designated. A comprehensive plan should be drawn up for a co-ordinated inter-ministry program.

Laws affecting the welfare of the handicapped are not in themselves a solution to the many problems faced by this group, but perceptive government legislation can help create public acceptance of handicapped people. Many countries have enacted anti-discrimination legislation affecting employment, housing and education for the physically handicapped. Social welfare ministries are urged to alert the appropriate government agencies to the benefits of civil rights legislation for the handicapped.

Private initiative has been primarily responsible for the development of rehabilitation services throughout the world. In many countries, a substantial part of the services are provided by voluntary institutions, but the trend is toward increased governmental involvement.

Depending on the social organization of the country concerned, there is usually a role for both governmental and voluntary institutions in the rehabilitation field. Voluntary agencies can stimulate new ideas and methods in order to develop areas not yet covered by government. They have also demonstrated their ability to carry out important research and, to engage the interest, enthusiasm and participation of the public — and through all of these capabilities, they have helped to bring about positive changes and growth in the governmental programs.

Meeting Rehabilitation Needs

The growing need for rehabilitation services will greatly increase the demand for trained personnel. The current rate of education and training in the professions allied with rehabilitation is not keeping pace with the increasing size of the problem.

In many parts of the world, the number of training institutions must be expanded. Depending on population and other social and economic factors, such institutions may be developed on national or regional lines. The regional approach will likely be most valuable for training personnel in skills unique to the rehabilitation process in newly developing areas.

These skills include the making and fitting of prosthetic and orthotic devices, rehabilitation counselling, and, to some extent, physical and occupational therapy. Several other professions associated with rehabilitation — such as medicine, psychology, nursing, social work and education — depend on training facilities designed for more general purposes, and such facilities are, therefore, more frequently available in the underdeveloped countries. Arrangements must be made to add to the basic professional education in these fields the necessary knowledge and skill for specializing in rehabilitation.

Some instruction concerning disability problems and the methods of rehabilitation should be included in the basic curricula of medical schools and schools of social work, nursing, and other related disciplines. Such instruction would also be a useful source of information for persons interested in making their career in rehabilitation.

A major obstacle in solving the problem of manpower needs for rehabilitation programs is the relatively low status and compensation of some rehabilitation occupations in certain countries. Ambitious people are not generally attracted to careers in the rehabilitation field, and it is difficult to retain trained staff. Governments and voluntary agencies could help eliminate this obstacle by assuring adequate status and compensation for personnel occupying professional posts in rehabilitation.

International co-operation has greatly increased the broad awareness of disability problems in recent years, with the consequent development and expansion, in many countries, of facilities and services to assist disabled persons. Ways of exchanging information have been perfected, as well as the means of providing technical assistance to countries requiring aid in planning and implementing their rehabilitation programs. To derive the most benefit from international sources, countries wishing aid should be guided by the following precepts:

(a) A comprehensive, long-range plan for the development of rehabilitation facilities and services should be prepared. It should include provision for the recruitment and training of personnel, the co-ordinated development of medical, social, educational and vocational services, the enactment of supporting legislation, and a public education campaign. International assistance may be provided with maximum effect and economy when it is incorporated in such a plan.

(b) Attach a sufficiently high priority to programs for rehabilitation of the disabled so that requests to the international organizations for assistance will be assigned an equivalent priority by the bodies responsible for the allocation of aid.

The chief point to remember is that, whereas the type of training needed in some areas can be provided effectively and economically on a regional basis, international assistance will be available for regional training programs only if the governments concerned are prepared to co-operate.

Manpower Utilization Branch
Department of Manpower
and Immigration

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. It granted one application for certification, ordered one representation vote in application for certification, and ordered one representation vote in request for review under section 61(2) of the Act. During the month, the Board received 13 applications for certification and one request for review under section 61(2) of the Act. It allowed the withdrawal of three applications for certification.

Application for Certification Granted

Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (L. G., Aug., p. 481). Vincent Boutilier, *et al.*, had intervened.

Representation Votes Ordered

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Tank Truck Transport Limited, Rexdale, Ont., respondent, and International Union of District 50, United Mine Workers of America, intervener (L. G., Sept., p. 543). The Board directed that the names of the applicants and the intervener appear on the ballot (Returning Officer: H. A. Fisher).

2. Canadian Brotherhood of Railway, Transport and General Workers, and Canadian National Railways, Montreal, Que., respondent (L. G., Sept., p. 544). The Board ordered a vote following a request for review, and directed that the voting unit comprise employees of the respondent employed in the office of Carload and Express Claims at its Regional Headquarters in Toronto, Ont. (Returning Officer: K. Hulse).

Applications for Certification Received

1. International Brotherhood of Electrical Workers, Local 435, on behalf of a unit of employees of Greater Winnipeg Cablevision, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

2. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit employees of Black Knight Television Company Limited, Kelowna, B.C. (Investigating Officer: D. H. Cameron).

3. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Northwest Community Video, North Vancouver, B.C. (Investigating Officer: D. H. Cameron).

4. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of Mainland Cable Services Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

5. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Fred Welsh Antenna Systems Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

6. Association of Employees of Imperial Roadways Limited on behalf of a unit of drivers of Imperial Roadways Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

7. Operative Plasterers' and Cement Masons' International Association, Local 919, on behalf of a unit of cement masons employed by General Enterprises Limited, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

8. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed on vessels by Carryore Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

9. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of mates employed on the vessel M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

10. *Syndicat Canadien de la Fonction Publique* on behalf of a unit of mail drivers of Transol Inc., Quebec, Que. (Investigating Officer: G. R. Doucet).

11. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Red Deer Seed Co. Ltd., Red Deer, Alta. (Investigating Officer: D. H. Cameron).

12. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, on behalf of a unit of clerical employees employed at various terminals by Canadian Freightways Limited, Calgary, Alta. (Investigating Officer: D. H. Cameron).

13. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail drivers and servicemen of M & B Enterprises Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

Applications for Certification Withdrawn

1. United Steelworkers of America, applicant, and Louis Dreyfus (Canada) Ltd., Port Cartier, Que., respondent (L. G., Aug., p. 481).

2. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, applicant, and Canadian Freightways Limited, Calgary, Alta., respondent (L. G., Sept., p. 543).

3. International Brotherhood of Electrical Workers, Local 435, applicant, and Greater Winnipeg Cablevision, Winnipeg, Man. (See also Applications for Certification Received, above).

Request for Review under Section 61(2)

The Board denied a request for review received from the Canadian Wire Service Guild, Local 213, American Newspaper Guild, for reconsideration and revocation of the Board's decision to order a vote of personnel employed by the Canadian Broadcasting Corporation in its news broadcast service at Montreal and Quebec City.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

2. Detroit and Canada Tunnel Corporation and Local 195, International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (Conciliation Officer: T. B. McRae) (reassigned to H. A. Fisher).

3. Cominco Ltd. (Pine Point Operations), Pine Point, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Cominco Ltd. (Con and Rycon Operations), Yellowknife, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

5. Baton Broadcasting Limited, Toronto, Ont., and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: T. B. McRae) (reassigned to H. A. Fisher).

6. Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and Local 2096, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

7. Curry Moving and Warehousing Ltd., Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

8. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: J. S. Gunn).

9. Bolduc Explosives Transport Ltd., North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher).

10. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. B.C. Air Lines Limited, Vancouver, B.C., and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L. G., Oct., p. 596).

2. National Harbours Board, Port of Quebec, and Public Service Alliance of Canada (National Harbours Board Police —Port of Quebec) (Conciliation Officer: G. R. Doucet.) (L. G., Oct., p. 596).

3. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher) (L. G., Oct., p. 596).

4. Quebec Paper Sales and Transportation Co. Limited, Donnacona, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

5. Davie Transportation Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

6. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Sept., p. 544).

7. McAllister-Pyke Salvage Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., June 1967, p. 365).

8. Northland Navigation Company Limited, Vancouver, B.C., and the Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron) (L. G., June, p. 343).

9. Kingsville Cartage Company Limited, Kingsville, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Sept., p. 544).

Dispute Lapsed

Northern Industrial Carriers Limited, Edmonton, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Sept., p. 544).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L. G., Sept., p. 545) was fully constituted in August with the appointment of His Honour Judge Walter Little of Parry Sound, Ont., as chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Miller Stewart, Fenelon Falls, Ont.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between Quebecair, Montreal, and the International Association of Machinists and Aerospace Workers (L. G., Sept., p. 545) was fully constituted in August with the appointment of André Desgagné of Sillery, Que., as chairman. Mr. Desgagné was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Claude Lavery, Q.C., and union nominee André Thibodeau, both of Montreal.

3. The Board of Conciliation and Investigation established in June to deal with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (Watchmen, Montreal, Que.) (L. G., Sept., p. 545) was fully constituted in August with the appointment of His Honour Judge Walter Little of Parry Sound, Ont., as chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Miller Stewart, Fenelon Falls, Ont.

4. The Board of Conciliation and Investigation established in July to deal with a dispute between The Shipping Federation of Canada, Inc., and the International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (L. G., Oct., p. 597) was fully constituted in August with the appointment of Judge Nathan Green of Halifax, N.S., as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Rhude, Halifax, and union nominee Frank X. Crilley, Saint John, N.B.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

5. The Board of Conciliation and Investigation established in July to deal with a dispute between TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 597) was fully constituted in August with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., and union nominee A. A. Franklin, both of Winnipeg.

Board Reports Received

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (L.G., Oct., p. 597).

2. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., Sept., p. 545).

3. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (L. G., Sept., p. 545).

4. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (L. G., Aug., p. 483).

5. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L. G., May, p. 278).

Settlements by Conciliation Boards

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (see above).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (L. G., Oct., p. 597).

3. Canadian National Hotels Limited (Chauteau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Aug., p. 483).

4. National Harbours Board, Port of Montreal, and National Syndicate of Montreal Harbour Office Employees (see above).

Settlements after Board Procedure

1. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (see above).

2. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (see above).

Conciliation Board Cancelled

Northland Navigation Co. Limited, Vancouver, B.C., and the Seafarers' International Union of Canada (see above).

Strike Action

Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (strike commenced August 14) (see above).

Strike Terminated

Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (strike terminated August 6).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Frederiction, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Frederiction, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Study Deals with the Pay of Railway Operating Employees

That special breed of railroadman, the operating employee, is examined in *Payment Systems and Their Development in the Railway Trades*, by Maxwell Flood (Queen's Printer, 106 pages, Catalogue No. L41-768, $1.25).

In making his study of the running trades of the railways, Mr. Flood has made an exhaustive historical record of railroading in Canada. The specific intention of his research, however, is to examine and delineate in detail the systems of payment, work rules and working conditions of the running trades.

Mr. Flood comments that members of the running trades have often been referred to as "the aristocrats of labour". They include the engineers, firemen, conductors, brakemen, baggagemen and yardmen. The nature of their work has given the operating employees a homogeneity. Their work is mobile, they are on irregular call, and their family and social life is difficult to organize. Although there are differences within the group in terms of occupation, wages and status, these are differences of degree, compared with the differences of kind that separate them from other railway workers, especially non-operating employees.

Their way of life is reflected in the complexity of the systems of payment, work rules and working conditions that govern their employment, which Mr. Flood describes as "unique in Canadian industry".

Mr. Flood, a sociologist, was formerly with the research bureau of the General Conference Committee of Non-Operating currently Railway Unions. He has lectured at the Labour College of Canada, in Montreal, and is lecturing at Michigan State University.

Legal Decisions Affecting Labour

The British Columbia Court of Appeal has ruled that CLC procedures for settling jurisdictional disputes cannot prevent certification proceedings before a Labour Relations Board.

Legislation Branch

The British Columbia Court of Appeal, on February 16, 1968, dismissed an appeal from the judgment of Mr. Justice Smith refusing an application for an interim injunction to restrain certification proceedings before the British Columbia Labour Relations Board pending the outcome of the application of internal remedies under the constitution of the Canadian Labour Congress for settling jurisdictional disputes.

The Court held that, whatever contractual rights might exist between the unions, it could neither prevent employees from seeking to be represented by unions of their choice, nor interfere with the statutory functions of the Labour Relations Board.

Complaints of Raiding

Local 168 of the Labourers' International Union of North America had applied to the B.C. Labour Relations Board for certification as bargaining agent for nine units of employees represented by Local 1105 of the United Steelworkers of America.

The parent bodies of both the Steelworkers' local and the Labourers' local are affiliated with the Canadian Labour Congress. The constitution of the CLC, in a provision against "raiding" (Art. III, Sec. 5*), states that no CLC affiliate shall organize or attempt to represent employees covered by an established collective bargaining relationship with any other CLC affiliate. Under this provision, the phrase "established collective bargaining relationship" is defined, *inter alia*, as any situation in which any CLC affiliate (or a local thereof) has been certified for a certain group of employees under the provisions of a provincial labour relations act.

The CLC constitution provides for settlement, by mediation and then by arbitration, of any complaint of a breach of the provision against raiding. This procedure was invoked by the Steelworkers' parent body against the Labourers' parent body.

Injunction Sought

Since the B.C. Labour Relations Board had indicated that it intended to deal with the nine applications for certification, the Steelworkers' local moved, in the B.C. Supreme Court, for an interim injunction to restrain the Labourers' local from continuing in any way with its applications until the complaints of "raiding" could be finally disposed of.

The basis of the argument for an injunction was that, by virtue of the CLC constitution, a contractual relationship existed between the Labourers' local and the Steelworkers' local; the Labourers' local would therefore be bound to refrain from continuing with the applications for certification, at least until the complaints of "raiding" had been disposed of under the CLC constitution.

The application for an injunction was dismissed by the B.C. Supreme Court (L. G., Oct., p. 598). On the evidence before him, the judge found no basis for concluding that there was a contractual right between the two locals, since neither of the locals was bound by the affiliation of its parent body. In the absence of a right, the law affords no remedy by injunction.

Appeal Decision

When this judgment was appealed to the B.C. Court of Appeal, Mr. Justice McFarlane indicated that he, too, was not reasonably satisfied of the existence of a contractual right between the Steelworkers' local and the Labourers' local. The general principle that applies in such circumstances is stated in *Halsbury's Laws of England*, Vol. 21, para. 766:

> Where any doubt exists as to the plaintiff's right, or if his right is not disputed, but its violation is denied, the Court, in determining whether an interlocutory injunction should be granted, takes into consideration the balance of convenience to the parties and the nature of the injury which the defendant, on the one hand, would suffer if the injunction was granted and he should ultimately turn out to be right, and that which the plaintiff, on the other hand, might sustain if the injunction was refused and he should ultimately turn out to be right. The burden of proof that the inconvenience which the plaintiff will suffer by the refusal of the injunction is greater than that which the defendant will suffer, if it is granted, lies on the plaintiff.

Mr. Justice McFarlane said that, in the case at bar, there was doubt as to the existence of the alleged right, and as to the fact of violation if the right existed. He was therefore of the opinion that the B.C. Supreme Court had rightly considered the "balance of convenience" in exercising its discretion to grant or refuse the injunction.

Having thus affirmed the judgment of the Court below on the matter of the existence of rights between the unions, Mr. Justice McFarlane introduced consideration of the rights of employees and employers. He said:

> The rights accorded to trade unions by certification under the Labour Relations Act are given to them as agents and for the benefit of the employees whom they thereby become authorized to represent. The rights of employers are affected bacause they become bound by the statute to enter into collective bargaining with a certified bargaining agent and to make every reasonable effort to conclude a collective agreement with it. One of the main purposes of this Act is to enable employees to be represented by a trade union of their choice. Within the

*Under the revised CLC Constitution, 1968, similar provision is made under Art. IV, Sec. 3.

The New Brunswick Supreme Court (Appeal Division) has allowed an appeal from a decision of the Workmen's Compensation Board denying compensation to a widow.

framework of the Act the Labour Relations Board is the body entrusted by the Legislature with the duty of granting, refusing and cancelling certifications of unions for units of employees.

Mr. Justice McFarlane was of the view that "contracts between unions [such as may exist because of affiliation with the CLC] cannot have the effect of preventing employees from seeking to be represented by unions of their own choice or of indirectly frustrating or interfering with the functions of the Labour Relations Board in dealing with applications for certification authorized by the Act." He therefore agreed with the decision of the Court below to refuse the assistance of the Court by way of interim injunction based upon such an alleged contract. Mr. Justice McFarlane concluded that "whatever obligations may be imposed upon affiliates *inter se* by the constitution of the Canadian Labour Congress the Court should not . . . give effect to that constitution in such a way as to prejudice the rights of employees or interfere with the exercise of its powers by the Labour Relations Board in the performance of its statutory duties."

Having considered rights existing between unions and their locals, as well as the rights of employees under the Labour Relations Act, Mr. Justice McFarlane dismissed the appeal of the Steelworkers' local, thereby confirming the refusal of the B.C. Supreme Court to grant an interim injunction against the Labourers' local.

United Steelworkers of America, Local 1105 et al. v. Tunnel & Rock Workers Union, Local 168 et al. (1968) 67 D.L.R. (2d), Part 8, p. 666.

N.B. SUPREME COURT (APPEAL DIVISION)

The Appeal Division of the New Brunswick Supreme Court, on October 25, 1967, quashed a decision of the New Brunswick Workmen's Compensation Board, which had held that the death of a workman did not arise out of his employment, and remitted the matter to the Board for reconsideration of the question of compensation for the workman's widow. The Court held that, when a fire truck driver with a diseased heart died following normal physical exertion in the course of his employment, the death was due to an accident arising out of his employment.

Workmen's Compensation Refused

The deceased had been employed by the Town of Woodstock, N.B., as a fire truck driver. On December 23, 1964, he drove a fire truck to the scene of a fire and, on arriving, he got out of the truck to start booster pumps, and immediately climbed back in again. Some minutes later, he was found unconscious, sitting in the cab. He was rushed to hospital, but died on the way.

Death was caused by a heart attack. The deceased had a diseased heart and, from the autopsy, it was apparent also that he had been in poor physical condition.

The N.B. Workmen's Compensation Board ruled that the man's death did not arise out of his employment; consequently, his widow was not entitled to compensation. In its written reasons for this decision, the Board said, in part:

> It is a matter of some difficulty to determine whether a death resulting from a heart attack occurring during a workman's employment is an accident arising out of and in the course of his employment in a case like the present, where the workman has not received a severe injury to the chest causing such heart condition. The criteria adopted by the Board in cases of this nature is as follows:
>
> 1. there must be an unusual effort or exertion in the course of employment;
>
> 2. the time element between the incident and the development of signs and symptoms of heart involvement must be no longer than 12 hours; and
>
> 3. all (heart attack) claims, if accepted, are considered aggravations of pre-existing disease.
>
> The Board's interpretation of an unusual effort or exertion is that the effort or exertion must be something that is not normally done in the course of his employment.

The Board concluded that the deceased's employment in no way contributed to his death and, accordingly, held that his death was not caused by an "accident arising out of and in the course of his employment." The term "accident" is defined in Sec. 1 (a) of the *Workmen's Compensation Act* (R.S.N.B. 1952, c. 255; amended by S.N.B. 1961-62, c. 72) as including:

> a wilful and intentional act, not being the act of the workman, and also includes a chance event occasioned by a physical or natural cause as well as disablement arising out of and in the course of employment, and where the disablement is caused by industrial disease, the date of the accident shall be deemed to be the date of the disablement. . . .

The Act further states:

"Sec. 6 (2) When the accident arose out of the employment, unless the contrary is shown, it shall be presumed that it occurred in the course of the employment, and when the accident occurred in the course of employment, unless the contrary be shown, it shall be presumed that it arose out of the employment.

"32(1) Except as provided in Section 34, the Board has exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Part and as to any matter or thing in respect to which any power, authority or discretion is conferred upon the Board, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any court, and no proceedings by or before the Board shall be restrained by injunction, prohibition or other process or proceeding in any court or be removable by *certiorari* or otherwise into any court.

"(2) Without thereby limiting the generality of the provisions of subsection (1), it is declared that such exclusive jurisdiction extends to determining: (i) the question whether personal injury or death has been caused by accident; (j) the question whether an accident arose out of and in the course of an employment within the scope of this Act.

"34(2) An appeal lies to the Supreme Court, Appeal Division, from any order, ruling or decision of the Board involving any question as to its jurisdiction or any question of law."

Following the decision of the Workmen's Compensation Board not to award compensation, the deceased's widow appealed to the Appeal Division of the New Brunswick Supreme Court.

Relevant Case Law

The Appeal Division made reference to the case law that has developed in several British judgments.

In *Fenton v. J. Thorley & Co.* (1903), L.J.K.B. 787, a workman who had suffered an internal rupture while doing his ordinary work was held to be entitled to compensation. In this case, the statement—now generally accepted in the courts—was made that the expression "accident" is to be used in the popular sense, denoting "an unlooked-for mishap or an untoward event which is not expected or designed." [See also the Canadian case of *Workmen's Compensation Board v. Theed* (1940), 3 D.L.R. 561; (1940), S.C.R. 553.]

In *Clover, Clayton & Co. Ltd. v. Hughes* (1910), 79 L.J.K.B. 470, a workman had been suffering from an aneurism (dilation of a blood vessel); his condition was such that he might have died at any moment, even in his sleep. The aneurism burst while he was tightening a nut with a spanner, under strain "quite ordinary in this ordinary work"; the workman died.

The widow was found to be entitled to compensation. In the reasons for judgment it was said:

> In each case, the artibrator ought to consider whether in substance, so far as he can judge on such a matter, the accident came from the disease alone, so that whatever the man had been doing it would probably have come all the same, or whether the employment contributed to it. In other words, did he die from the disease alone or from the disease and employment taken together, looking at it broadly? Looking at it broadly, I say, and free from over-nice conjectures, was it the disease that did it, or did the work he was doing help in any material degree?

Although there were two dissenting opinions in the *Clover* case, the above quotation was approved by the House of Lords in the case of *Partridge Jones and John Paton, Ltd. v. James (No. 2)* (1933), 102 L.J.K.B. 760.

In the case of *Oates v. Earl Fitzwilliam's Collieries Co.* (1939), 2 All E.R. 498, a workman suffering from heart disease became seriously ill while at work and died shortly afterward. A decision refusing compensation was appealed. In the decision on the appeal, the Court stated:

> In our judgment, a physiological injury or change occurring in the course of a man's employment by reason of the work in which he is engaged at or about that moment is an injury by accident arising out of his employment, and this is so even though the injury or change be occasioned partly, or even mainly, by the progress or development of an existing disease if the work he is doing at or about the moment of the occurrence of the physiological injury or change contributes in any material degree to its occurrence. Moreover, this is none the less true though there may be no evidence of any strain or similar cause other than that arising out of the man's ordinary work.

In the *Oates* case, the Court said that its opinion was the result of the decision of the House of Lords in *Partridge Jones and John Paton, Ltd. v. James*. [See also the Canadian case of *Hewitson v. Robin Hood Mills Ltd.* (1924), 1 W.W.R. 143, 18 S.L.R. 9.]

Compensation Board Erred

In the case at bar, the view of the New Brunswick Workmen's Compensation Board—that, before compensation was payable, there had to be shown an unusual effort or exertion in the course of the employment, and that such effort or exertion must be something that is not normally done in the course of employment—was found by the Appeal Division to be in error.

The evidence that the Board had before it when its decision was made was found to be conflicting. In the opinion of the Court, there was a lack of medical information. The Board had not questioned a physician, nor had it obtained the view of a heart specialist; it received only the recommendation of its Chief Medical Officer, and, even then, made its decision before the medical officer explained his recommendation in a subsequent memorandum. The Court realized, however, that the opinion of the Chief Medical Officer was of little or no importance in the light of the Board's criterion that unusual effort or exertion on the part of the deceased had to be shown before compensation was payable.

The Court concluded:

> According to the autopsy report, the deceased died of a coronary occlusion. If it was brought on by his driving to the scene of the fire, alighting from his truck, connecting the booster pumps and getting back into his truck, or any of these acts, or even by the excitement of the fire, his employment contributed in a material degree to his death, and his widow is entitled to compensation, even though he might have died in his sleep that night from a coronary occlusion.

Appeal Division Decision

The Appeal Division of the New Brunswick Supreme Court decided to send the case back to the Workmen's Compensation Board for reconsideration of the question of whether compensation was payable upon the principles indicated in the case law. The Court held that it had the power to do this under Sec. 34 (10) of the New Brunswick *Workmen's Compensation Act*, which provides that the rules of the Court are to apply to every proceeding by way of appeal under the Act. To send the case back to the Board was considered to be the same as directing a new trial. The appeal of the deceased's widow was therefore allowed. *Dunham v. Workmen's Compensation Board* (1968) 67 D.L.R. (2d), Part 8, 726.

Employment Review for August

Employment rose by 13,000 to 7,965,000 in August, and was 111,000 more than in the same period a year ago.

The labour force, at 8,284,000, was 39,000 lower than in July, but was 183,000 higher than in August 1967.

Unemployment decreased by 52,000 to 319,000 from 371,000 in July, but was 72,000 higher than in August 1967.

Unemployment in August represented 3.9 per cent of the labour force, compared with 3.0 per cent in August 1967 and 2.9 per cent in August 1966.

The teen-age labour force, which increased during the school vacation period, decreased by 74,000 between July and August. Unemployment among this same age group dropped by 54,000 during the month, as students who had been unable to find summer employment withdrew from the labour force at the approach of the new school term.

Employment

Employment, at 7,965,000, increased by 13,000 between July and August.

Farm employment showed little change between July and August. In non-farm industries, manufacturing employment increased substantially, rising by 47,000. This advance was offset partially by decreases in transportation, communication and other utilities, 24,000, and trade, 10,000.

Between August 1967 and August 1968, farm employment decreased by 52,000. Non-farm employment increased by 163,000 over the same period, with the largest increase in community, business and personal services, 99,000. Increases were also recorded in finance, insurance and real estate, 23,000; electric power, gas and water utilities, 19,000; and public administration, 14,000. A decrease to 15,000 took place in transportation, storage and communication.

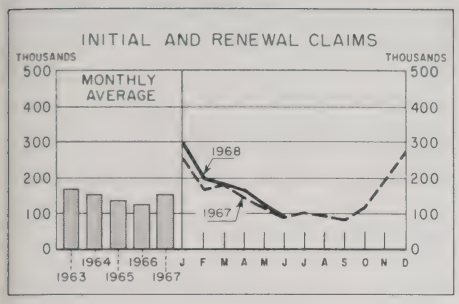
Ontario recorded a substantial increase in employment, 24,000, during the month. Employment changes in the other regions were not significant.

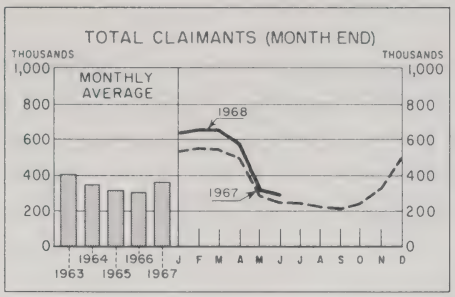
The year-over-year gain in employment was greatest in British Columbia, 3.7 per cent, followed by the Prairies, 2.8 per cent, and Ontario, 2.7 per cent. The Atlantic region showed virtually no change, but a 1.5-per-cent decrease was recorded in Quebec.

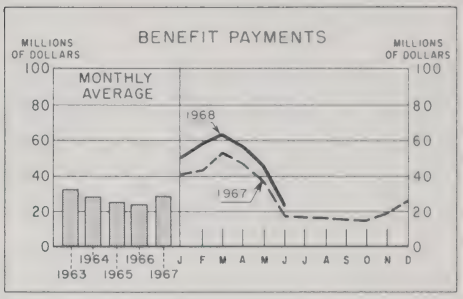
Unemployment

Unemployment declined by 52,000 to 319,000 between July and August, but was 72,000 higher than in August 1967. Of the total unemployed in August, 32 per cent had been unemployed for less than one month. Of the remainder, 41 per cent had been unemployed for one to three months, and 27 per cent for four months or more.

Unemployment Insurance Report — June







Claimants for unemployment insurance benefit at the end of June 1968 totalled 291,000, a decline of 9 per cent from the 321,000 recorded on May 31, but an increase of 20 per cent more than the 243,000 on June 30, 1967.

The decrease from the May 31 total was mostly among males, whose numbers fell by 14 per cent. Males accounted for 60 per cent of the total at the end of June, 66 per cent at the end of May, and 75 per cent, on the average, during the winter months. This decrease in the proportion of male claimants is associated with increased seasonal activity in industries in which the majority of employees are men.

Of the claimants reporting on June 28, 36 per cent had been on claim for one to four weeks. This proportion was 31 per cent for May 31, and 38 per cent for June 30, 1967.

Initial and Renewal Claims

A total of 93,000 initial and renewal claims for benefit were filed in local offices across Canada during June, compared with 124,000 in May and 89,000 last year. Nearly 90 per cent of the June claims were received from persons separated from employment during the month, compared with 73 per cent in May. This proportion remained virtually unchanged from June 1967.

Beneficiaries and Benefit Payments

The average weekly estimate of beneficiaries was 229,000 for June, 395,000 for May and 182,000 for June 1967. Benefit payments amounted to $23.4 million during June, compared with $46.3 million in May and $17.8 million in June 1967.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

The average weekly payment was $25.57 for June, $26.01 for May and $24.56 for June 1967.

Provincial Data

The decrease in the number of month-end claimants was general across Canada between May and June. The Atlantic and Prairie Provinces had higher rates of decrease than the national rate of 9 per cent, which varied from 23 per cent in Newfoundland and Alberta to 13 per cent in Prince Edward Island and Manitoba. A small increase in the number of females was recorded in Saskatchewan. Ontario, with the lowest rate of decline from May 31, was the only province to record a slight increment for the same period last year.

Compared with the end of June 1967, all provinces except Newfoundland shared in the yearly increase in the monthend claimant count. Proportionately large increases occurred among males in Manitoba and Saskatchewan. With the exception of Prince Edward Island, each of the Atlantic Provinces reported fewer male claimants this year.

All provinces shared in the monthly decrease in the number of claims filed. Newfoundland and New Brunswick ranked highest in the percentage decrease. Compared with the number of claims filed a year ago, increases occurred in all provinces except Nova Scotia, New Brunswick and Ontario. Although numerically small, the highest rate of increase over the past year occurred in Saskatchewan.

Summary Table

Activity	*June 1968*	*May 1968*	*June 1967*	*Cumulative data 1968: January to June*	*Cumulative data 1968: 12 months ending June*
			(in thousands)		
Insured population as at monthend	—	4,716	4,751	—	—
Initial and renewal claims filed					
Total	93	124	89	1,059†	1,916
Initial	66	92	63	802†	1,413
Renewal	27	32	26	258†	503
Claimants currently reporting to local offices	291	321	243	523*	409*
Beneficiaries (weekly average)	229	395	182	439*	307*
Weeks compensated	915	1,779	726	11,356	15,834
Benefit paid	$23,401	$46,278	$17,837	$300,041	$412,365
Average weekly benefit	$ 25.57	$ 26.01	$ 24.56	$ 26.42	$ 26.04

*Monthly average.

†Discrepancy between totals and subtotals is due to rounding.

Decisions of the Umpire Under the Unemployment Insurance Act

A woman claimant filed an initial application for benefit, and was registered for work as a biller-clerk, general office. She stated that she was last employed as a biller for a department store in Toronto for more than two years at a salary of $1.62½ an hour plus bonus.

On her application form, the claimant said that she quit of her own accord. "I was hired as regular part time. Since August 1966, we worked only full time due to a new system, which eliminated my job. This caused a domestic problem, as I have two children and desire only steady part-time work, which in the fall, I can get at the [department store] for 20 hours a week as contingent help." The claimant added that she was able and ready to work immediately, but that she could not accept full-time work. She explained, "I desire part-time work (20-hour week) at the rate I was receiving."

In a telephone conversation with an insurance officer, the claimant said that she was hired as a regular part-time worker in September 1963, and worked approximately 20 hours a week until July 1966, occasionally working a 40-hour week when needed. In August 1966, because of a change in the system, she began to work full time. Domestic responsibilities caused her to quit the job in June 1967. She wanted part-time work only, she said.

The Canada Manpower Centre advised the local office that the opportunities for work as outlined by the claimant were poor, and that the going rate in that district was $50 to $60 a week to start.

The insurance officer then notified the claimant that she was disqualified from receiving benefit under a section of the Unemployment Insurance Act, because she was limiting herself to accepting part-time work only, after working full time.

The board of referees for the Unemployment Insurance Commission heard the case in Toronto. In a report to the board, the insurance officer explained that, after having had an employment history of nine months work at full time, the claimant had restricted herself to part-time employment during the mornings or afternoons. He said that, because opportunities for such hours were poor, it was considered that the claimant had failed to prove availability for work. There were no special circumstances involved, he added, such as the claimant's being the breadwinner.

In her appeal to the board of referees, the claimant said: "I cannot understand why you have classed me as a full-time worker, for at no time have I been so or do I wish to work full time. I desire steady part-time work only, as this is my only reason I left [the department store] and if I wanted full-time work I could not work for a better company than [the store], and I would not have left such a firm."

"How does one explain that when women work as a team as we did that, when told they need you to work extra hours for a short time till the many problems of a new system are ironed out, you feel you must at least try.

"You see, everyone was in the same boat, regular part-time, full-time and supervisory staff included, the latter themselves working as many as 60 hours a week. It was very hard on the nerves and many part-time girls had to give up and leave as I myself had to do, due to the fact that my job is now eliminated. New positions would still mean many months of extra hours [of work] for part-time girls to be trained.

"I started working part time and will continue to do so, as I feel this way I can give my best to my employer and still be a full-time home-maker. If you desire further information, I am sure my supervisor could answer all questions, although last week at the local office, I was told you are not interested in the company's views on ex-employees."

By a majority decision, the board members decided to maintain the decision of the insurance officer, and they dismissed the appeal.

The majority of the board gave very careful deliberation to the problem, but inasmuch as the claimant had left full-time employment voluntarily, and because of her home responsibilities, she could not be considered as available for work, within the meaning of the Act.

One member of the board dissented. His report noted that: "The claimant has established a pattern of part-time work over a period of two years or more. In the evidence presented by the claimant, she stated that, upon occasion, when asked to do so by the employer, she did extend her hours of work, but that this was merely a courtesy granted to her employer.

The claimant next appealed to the Umpire of the Unemployment Insurance Commission. In her appeal, she said: "I didn't break my contract with [the store]. They broke theirs with me by depending on me as an experienced worker to use my abilities to help during a complicated change-over in the mail-order building. I have had only one employer in the last 4 years not 5 or 6. I consider myself a steady and reliable person. Also, the fact that automation has eliminated by position seems to be forgotten."

The Umpire remarked that the claimant's desire to be both a good homemaker and a wage earner through part-time employment might well be commendable in her circumstances, but it was not the only or decisive consideration. Her desire and employment history and the reasons for her unemployment were considered by the board of referees.

On the evidence before him, the Umpire was unable to find that there was a manifest error in the decision of the majority of the board of referees. He agreed with their decision, and saw no valid reason to rescind or change it. The claimant's appeal was therefore dismissed.

Insurance Registrations And Other UIC Statistics

On June 30, insurance books or contribution cards had been issued to 4,382,489 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,023, an increase of 393 since May 31.

During June, there were 11,657 investigations conducted by enforcement officers across Canada. Of these, 9,517 were spot checks of claims to verify the fulfilment of statutory conditions, and 570 were miscellaneous investigations. The remaining 1,570 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 191 cases, 10 against employers and 179 against claimants.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 414.*

Revenue received by the Unemployment Insurance Fund in June totalled $36,345,-754.99 compared with $33,586,229.54 in May and $36,315,879.86 in June 1967.

Benefits paid in June totalled $23,400,-578.10 compared with $14,055,964.00 in May and $17,837,292.04 in June 1967.

The balance in the Fund on June 30 was $279,111,028.85 compared with $266,165,-851.96 on May 31 and $258,201,591.00 on June 30, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received In the Department Of Labour Library

List No. 236

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Fiftieth Annual Report for the Year ended December 31, 1967*. Edmonton, 1968. Pp. 39.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Fifty-first Annual Report, Year ended December 31, 1967*. Victoria, Queen's Printer, 1968. Pp. 45.

3. GREAT BRITAIN. RACE RELATIONS BOARD. *Report for 1967/68*. London, HMSO, 1968. Pp. 61, [1].

4. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Labour Organization in Nova Scotia, 1967*. Halifax, 1968. Pp. 22.

5. NOVA SCOTIA. DEPARTMENT OF LABOUR ECONOMICS AND RESEARCH DIVISION. *Working Conditions in Nova Scotia, 1967*. Halifax, 1968. Pp. 33.

6. ONTARIO. DEPARTMENT OF TRADE AND DEVELOPMENT. INFORMATION SERVICES. *Ontario Industrial Review, 1967*. Toronto, 1968. Pp. 56.

7. SCIENCE COUNCIL OF CANADA. *Second Annual Report, 1967-68*. Ottawa, Queen's Printer, 1968. Pp. 15.

Report year ends March 31st.

CONSEIL DES SCIENCES DU CANADA. *Deuxième rapport annuel, 1967-1968*. Ottawa, Imprimeur de la Reine, 1968. Pp. 17.

Collective Agreements

8. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Provisions in Collective Agreements covering Office Employees in Canadian Manufacturing Industries, 1967*. Ottawa, 1967. Pp. 45.

Information is presented in the form of statistical tables on selected provisions covering office workers, the agreements being those in force at December 31, 1964. Information is given about union security, seniority, paid vacations and paid holidays, grievances and arbitration, premium pay for time worked, and other matters.

9. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Agreement made between Certain Engineering Firms and the Draughtsmen's and Allied Technicians' Association*. London, HMSO, 1968. Pp. [20].

Its Report no. 68.

10. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Productivity Agreements*. London, HMSO, 1967. Pp. 77.

Its Report no. 36.

Commerce

11. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. TRADE AND INDUSTRY BRANCH. RESEARCH SECTION. *Statistics for Profit: World Markets for Ontario Products; U.S. Imports and Canadian Export Opportunities; U.K. Imports and Canadian Export Opportunities; Fabrication Gaps in Canadian Industry*. Toronto, 1968. Pp. 90.

12. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Establishing Procedures to relieve Domestic Industries and Workers injured by Increased Imports from Low-Wage Areas; Report together with Supplemental and Separate Views to accompany H.R. 478*. Washington GPO, 1967. Pp. 121.

Economic Conditions

13. DENISON, EDWARD FULTON. *Why Growth Rates differ; Postwar Experience in Nine Western Countries* [by] Edward F. Denison, assisted by Jean-Pierre Poullier. Washington, Brookings Institution, 1967. Pp. xxi, 494.

"An attempt to measure the sources of growth in the United States and in each of eight European countries during the period from 1950 to 1962 and two subperiods provides the main unifying theme of the present study."

14. RUGGLES, RICHARD. *National Income Accounts and Income Analysis* [by] Richard Ruggles [and] Nancy D. Ruggles. 2d ed. New York, McGraw-Hill, 1956. Pp. 452.

Employment Management

15. GLASSEY. WILLIAM CHARLES. *The Theory and Practice of Time Study, with Decorations by Michael ffolkes*. London, Business Publications, 1966. Pp. [9] 166.

The author had many years of experience with time study in industry. He explains the purpose, scope and application of time study methods in industry.

16. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Payment by Results Systems*. London, HMSO, 1968. Pp. 85.

Its Report no. 65.

17. RHEE, H. A. *Office Automation in Social Perspective; the Progress and Social Implications of Electronic Data Processing*. Oxford [Eng.] B. Blackwell [c1968]. Pp. xxi, 242.

"This study grew out of a thesis in the University of Oxford."

Partial contents: Data processing in historical and sociological perspective. Impact of automation on the structure and dynamics of the office. Impact of office automation on the individual: work, functions, role and status. Automation and employment. Office automation and the future of work.

European Communities

18. COOMBES, DAVID. *Towards a European Civil Service*. London [Royal Institute of International Affairs; Political and Economic Planning] 1968. Pp. [64].

Chatham House/P.E.P. European series, no. 7.

This study examines the role of the officials of the European Communities (European Economic Community, European Atomic Energy Community, and the European Coal and Steel Community) to see how these officials are selected and

appointed and how their careers with the Communities are organized and managed. This paper deals mainly with the experience of the European Economic Community prior to the merger of EEC, Euratom and ECSC on July 1st, 1967.

19. DENIAU, JEAN FRANCOIS. *The Common Market* [by] J. F. Deniau; [English translation from the French by Graham Heath. 4th revised ed.] London, Barrie & Rockliff, 1967. Pp. vi, 170.

Translation of Le Marché commun.

The author has been closely associated with the Commission of the European Economic Community since 1958. He has written an authoritative history of the European Economic Community.

Industrial Relations

20. GREAT BRITAIN. COURT OF INQUIRY INTO THE DISPUTE BETWEEN THE BRITISH OVERSEAS AIRWAYS CORPORATION AND THE BRITISH AIR LINE PILOTS ASSOCIATION. *Report.* London, HMSO, 1968. Pp. 44, [1].

At head of title: Industrial Courts Act, 1919.

Lord Pearson, chairman.

The Court of Inquiry considered (1) a dispute between the British Overseas Airways Corporation and some of its employees who are members of the British Air Line Pilots Association; (2) the machinery of negotiation of the civil air transport industry, that is, matters involving the National Joint Council for Civil Air Transport; and, (3) the dissatisfaction of the British Air Line Pilots Association with its association with the National Joint Council for Civil Air Transport.

21. INTERNATIONAL LABOUR OFFICE. *Report to the Government of India on Labour-Management Relations and Some Aspects of Wages Policy.* Geneva, 1960. Pp. ii, 104.

At head of title: International Labour Organization.

22. TECHNICAL MEETING CONCERNING CERTAIN ASPECTS OF INDUSTRIAL RELATIONS INSIDE UNDERTAKINGS, GENEVA, 1959. *Status and Duties of Workers' Representatives; Documents of a Technical Meeting.* Geneva, International Labour Office, 1960. Pp. ii, 145.

At head of title: International Labour Organization.

The second of four items on the agenda.

23. TRANSPORT AND GENERAL WORKERS' UNION *Shop Stewards' Handbook.* London, 1967. Pp. 103.

Labour Mobility

24. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Urban Worker Mobility*, by Laurence C. Hunter and Graham L. Reid. Paris, 1968. Pp. 215.

Title in French: *La mobilité des travailleurs urbains.*

This report "provides information on the numbers and direction of urban workers moving to new jobs in terms of occupation, industry and geographical location."

ORGANISATION DE CO-OPERATION ET DE DEVELOPPEMENT ECONOMIQUES. *La mobilité des travailleurs urbains*, par Laurence C. Hunter et Graham L. Reid. Paris, 1968. Pp. 239.

25. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Mobility and Worker Adaptation to Economic Change in the United States.* Rev. ed. Washington, GPO, 1963. Pp. 77.

Labour Organization

26. BROWN, ERNEST HENRY PHELPS. *The Trade Union and the Common Weal; the Second Annual Lecture under the 'Thank-Offering to Britain Fund'* by Henry Phelps Brown, 7 June 1967. London, Published for the British Academy by the Oxford University Press, 1967. Pp. 14.

The author discusses wage policies of trade unions with special reference to the situation in Great Britain.

27. TRADES UNION CONGRESS. *The History of the T.U.C. 1868-1968, a Pictorial Survey of a Social Revolution.* London, 1968. Pp. 159.

Labouring Classes

28. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *You and Workmen's Compensation.* Ottawa, 1968. 1 folder.

29. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT OFFICE. *Costing your Labour Turnover.* London, HMSO, 1968. Pp. 20.

Prepared for Economic Development Committee for the Rubber Industry.

Contents: Analysis of costs. Wages cost of learning. Production time lost and the cost of regaining it. Lost opportunity cost. Spoilage costs. Other costs of labour turnover. Summary of costs. Cost per leaver and cost per employee.

30. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report in Accordance with Section 88(3) of the National Insurance Act 1965 on the Question of the Conditions for Unemployment Benefit and Contribution Credits for Occupational Pensioners.* London, HMSO, 1968. Pp. [37].

At head of title: National Insurance Act, 1965.

The Committee was asked to consider whether a person receiving a pension from his former employer could also claim unemployment insurance, or whether there should be conditions laid down.

32. INTERNATIONAL LABOUR OFFICE. *Fighting Discrimination in Employment and Occupation.* Geneva, 1968. Pp. 208.

Workers' education manual [no. 8].

This manual deals with all aspects of discrimination in employment. It is intended to be used mainly as a basis for group discussion.

BUREAU INTERNATIONAL DU TRAVAIL. *La lutte contre la discrimination dans le travail.* Genève, 1968. Pp. 218.

Cours d'éducation ouvrière [no. 8].

32. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Part-Time Employment, its Extent and its Problems*, by Jean Hallaire. Paris, 1968. Pp. 108.

Part-time employment "relates particularly to women with family responsibilities, older workers, the physically, emotionally or mentally handicapped, and students." This report analyzes experiences in eight countries.

33. SWEDEN. LABOUR MARKET BOARD. *Modern Swedish Labour Market Policy; Government Report, Parliamentary Resolution, Labour Market Ordinance.* Stockholm, 1966. Pp. [120].

Contains a summary of a Government Committee report on labour market policy released in 1965, comments from public authorities and organizations on the findings and recommendations of the Committee, and an account of the Bill passed by the Swedish Parliament laying down the principles of labour market to be followed in the immediate future.

34. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. SELECT SUBCOMMITTEE ON LABOR. *Annual Vacations and Vacation Laws: Recent Developments in the United States and Abroad; a report prepared for the Select Subcommittee on Labor, Committee on Education and Labor, House of Representatives, Ninetieth Congress, First Session.* Washington, GPO, 1967. Pp. 34.

Report prepared by R. E. L. Knight and James R. Wason. At head of title: Committee print.

An examination of the current status of paid vacations in the United States and in sixteen other countries.

Poverty

35. GREEN, CHRISTOPHER. *Negative Taxes and the Poverty Problem; a Background Paper prepared for a Conference of Experts held June 8-9, 1966, together with a Summary of the Conference Discussion.* Washington, Brookings Institution, 1967. Pp. xiv, 210.

"This book explores major proposals for use of tax allowances to narrow the poverty gap; compares them to each other and to present programs; analyzes costs for programs with different tax rates, breakeven levels of income, and family sizes; describes alternative methods of administering and financing the plans; and evaluates the effects of minimum income guarantees on incentives to work and on the birth rate."

36. U.S. CHILDREN'S BUREAU. *About the Poor, Some Facts and Some Fictions.* Washington, GPO, 1968. Pp. 85.

Contains four articles about the problems of the poor.

Prices

37. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Revenue of National Daily Newspapers.* London, HMSO, 1967. Pp. [25].

Its Report no. 43.

38. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Proposed Increases by British Railways Board in Certain Country-Wide Fares and Charges.* London, HMSO, 1968. Pp. 34.

Its Report no. 72.

Science

39. GREAT BRITAIN. COUNCIL FOR SCIENTIFIC POLICY. *Report on Science Policy.* London, HMSO, 1966. Pp. vi, 27.

40. U.S. NATIONAL SCIENCE FOUNDATION. *American Science Manpower, 1966; a Report of the National Register of Scientific and Technical Personnel.* Washington GPO, 1968. Pp. 221.

Social Security

41. GREAT BRITAIN. GOVERNMENT ACTUARY. *Public Expenditure and Receipts Bill, 1968; Report on the Financial Provisions of the Clauses of the Bill relating to National Insurance.* London, HMSO, 1968. Pp. [9].

The Public Expenditure and Receipts Bill of 1968 "provides for increases in the weekly flat-rate contributions to the National Insurance scheme to take effect from a date to be appointed by the Minister [of Social Security]." This report proposes increases in the contributions so as not to exhaust the National Insurance Fund.

42. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report of the National Insurance Advisory Committee in Accordance with Section 88(3) of the National Insurance Act, 1965, on the Question of the Time Limits for Obtaining Payment of Benefit.* London, HMSO, 1968. Pp. 13, [1].

At head of title: National Insurance Act, 1965.

Taxation

43. CANADIAN TAX FOUNDATION. *Comparing Provincial Revenue Yields; the Tax Indicator Approach*, by James H. Lynn. Toronto, 1968. Pp. 80.

"This study . . . was originally submitted in the form of a thesis to Queen's University in the spring of 1967 as part of the requirements for a Master of Arts degree in Economics."

"The purpose of this study is to examine a method of measuring comparable provincial revenue yields which could be used as the basis for a fiscal capacity adjustment formula in Canada."

44. DEUTSCH, ANTAL. *Income Redistribution through Canadian Federal Family Allowances and Old Age Benefits.* Toronto, Canadian Tax Foundation, 1968. Pp. 133.

Queen's University Papers in Taxation and Public Finance, no. 4.

"This study is an investigation of the magnitude and direction of income redistribution arising out of the operations of the Family Allowances Act . . . the Old Age Security Act . . . and the federal government's share of the old age assistance program in 1961."

Wages and Hours

45. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Merchant Navy Officers.* London, HMSO, 1967. Pp. 22.

Its Report no. 35.

46. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Service of Staff Workers in the Engineering Industry. (Statistical Supplement).* London, HMSO, 1968. Pp. 71, [1].

Its Report No. 49 (Supplement).

47. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay of Nurses and Midwives in the National Health Service.* London, HMSO, 1968. Pp. [91].

Its Report no. 60.

48. GREGORY, PETER. *Industrial Wages in Chile.* Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1967. Pp. 113.

The author undertook the research for this volume while he was a visiting associate professor at the University of Chile under the Cornell University-University of Chile Program in Industrial Relations.

Miscellaneous

49. FITZPATRICK, MICHAEL PATRICK. *History of the National U.I.C. Association.* [Ottawa?] Economic Security Employees' National Association [1967]. Pp. 109.

The National Unemployment Insurance Commission Association (November 23, 1943 to December 31, 1966) was the predecessor of the Economic Security Employees' National Association.

Mr. Fitzpatrick was the first Secretary-Treasurer, and later the Executive Secretary, of the Association from its inception until November 1, 1963.

50. HUDSON, GEOFFREY FRANCIS. *Fifty Years of Communism, Theory and Practice, 1917-1967.* London, C. A. Watts, 1968. Pp. 234.

The author is an authority in Far Eastern Studies at St. Antony's College, Oxford University. "This book aims at a review of the development of Communism, both in theory and practice, since the Bolshevik capture of power in Russia in 1917, with a preliminary account of the origins of Marxism and its introduction into Russia from its homeland in Western Europe."

51. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1968. Feature: Canadian Investment Environment.* Kingston, 1968. Pp. 56.

Partial contents: Approaches to foreign ownership, by A.

F. Safarian. A progress report on Carter [the report of the Carter Royal Commission on Taxation]. FAST [Financial Analyst Terminal Service] brings together the analyst and the computer, by Murray Downing. Some thoughts on the Stock Market, by Iain E. Fraser.

52. INTERNATIONAL LABOUR OFFICE. *Fourth Special Report of the Director-General on the Application of the Declaration concerning the Policy of "Apartheid" of the Republic of South Africa.* Geneva, 1968. Pp. 39.

At head of title: International Labour Conference. Fifty-second session, Geneva, 1968.

53. PHILLIPSON, MICHAEL. *Making Fuller Use of Survey Data.* London, PEP, 1968. Pp. 79.

Discusses some technical and policy problems involved in setting up an archive to keep survey data after it has been collected.

54. U.S. BUREAU OF LABOR STANDARDS. *Controlling Chemical Hazards.* Washington, GPO, 1968. Pp. 33.

55. U.S. WOMEN'S BUREAU. *Negro Women . . . in the Population and in the Labor Force.* Washington, GPO, 1968. Pp. 41.

Wage Schedules Prepared In July

During July, the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 273 contracts in these categories were awarded. In addition, 273 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	59	$235,489.00
Post Office	6	54,165.63
R.C.M.P.	4	27,176.40

During July, the sum of $2,148.90 was collected from eight contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 65 workers concerned.

Air traffic controllers accept new contract

A strike that would have disrupted all air traffic, not only across Canada but across the North Atlantic, was averted when Canada's 1,000 air traffic controllers agreed to a two-year contract on Aug. 30.

Bargaining between the executive members of the Canadian Air Traffic Controllers' Association and the Treasury Board reached an impasse on June 28, and the controllers requested a conciliation board. The request was granted, and the board, headed by Dean A. W. R. Carrothers of the University of Western Ontario, met for the first time on August 13. A Toronto lawyer, R. V. Hicks, represented the Treasury Board, and Arthur Gibbons, of Ottawa, Executive Secretary of the Canadian Railway Labour Executives' Association, represented the union.

Through the efforts of the conciliation board, Government and union negotiators agreed upon a two-year contract, ending June 30, 1969, that provides a 15-per-cent wage increase—8 per cent retroactive to July 1, 1967 and the remaining 7 per cent retroactive to July 1, 1968.

The maximum annual salary scale for controllers at the starting level has been increased to $7,304 from $6,320. The rate for the most senior level will be raised to $16,276 from $14,084.

The retroactive feature represents a payment of about $1,460 for those at the top levels, and $660 for those at the maximum starting level. The wage settlement stayed within Government guidelines for holding increases for federal workers to a maximum 7.5 per cent in each year of a contract.

Other provisions included a limit of 10 on the number of consecutive days a controller may be worked without a rest. Provision is made also for training prior to the introduction of new equipment and procedures.

Although the agreement did not meet all the union's wishes, spokesmen described it as "a good step in the right direction."

U.S. Steelworkers Approve "Biggest Contract ever Won"

The biggest contract ever won by the United Steelworkers of America in the union's 31-year history was approved in Pittsburgh, Pa., on July 30.

The new three-year contract covering about 400,000 union men employed in basic steel, was estimated at 90 cents an hour in wages and fringe benefits, with 44 cents in "hard money" for the paycheques —20 cents in the first year, 12 in the second and 12 in the third.

The agreement called for:

- payment by the company of 10 cents a man into an incentive pay fund;
- an increase in shift differentials from 8 to 12 cents for night work, and from 12 to 15 cents for overnight work;
- an insurance increase of $1,000;
- a pension increase, for each year of service, from $5 to $6.50 a month;
- a $10-a-month increase for those already on pension; and
- a lowering of the accumulative years of service and age required before eligibility for a pension, from 75 to 70.

I. W. Abel, President of the USW, said that the offer from the steel producers was "the largest pay and benefit package in the history of the steel union."

Ontario Bill Sets Up An Economic Council

The Ontario legislature passed a bill on May 17, 1968, to establish the Ontario Economic Council as a body to advise and make recommendations to the Government. Known as the Ontario Economic Council Act, 1968, it will bring economic research in Ontario in closer co-ordination with that of the Economic Council of Canada.

The OEC, an independent group of about 10 economists, will meet five times a year. The chairman will hold office for not more than five years, and the members, not to exceed 21, will be appointed for one to three years.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	August 24	8,284	− 0.5	+ 2.3
Employed	August 24	7,965	+ 0.2	+ 1.4
Agriculture	August 24	653	− 0.5	− 7.4
Non-agriculture	August 24	7,312	+ 0.2	+ 2.3
Paid workers	August 24	6,851	+ 0.4	+ 2.9
At work 35 hours or more	August 24	6,064	+ 4.7	− 0.3
At work less than 35 hours	August 24	921	− 2.5	+ 6.7
Employed but not at work	August 24	980	−19.3	+ 8.0
Unemployed	August 24	319	−14.0	+29.1
Atlantic	August 24	35	− 5.4	+34.6
Quebec	August 24	124	− 4.6	+44.2
Ontario	August 24	89	−25.8	+ 3.5
Prairie	August 24	31	−24.4	+63.2
Pacific	August 24	40	− 7.0	+33.3
Without work and seeking work	August 24	300	−14.5	+31.6
On temporary layoff up to 30 days	August 24	19	− 5.0	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	May	122.5	+ 2.7	+ 0.2
Manufacturing employment (1961 = 100)	May	122.1	+ 1.6	− 0.7
IMMIGRATION	1st 6 months	85,339	—	−21.7
Destined to the labour force	1st 6 months	44,907	—	−25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	146	+ 6.6	+46.0
No. of workers involved	August	59,956	− 3.4	+96.4
Duration in man days	August	635,340	−26.8	+52.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	May	$109.35	+ 0.3	+ 7.0
Average hourly earnings (mfg.)	May	$2.57	+ 0.4	+ 8.0
Average hours worked per week (mfg.)	May	40.6	− 0.3	+ 0.7
Average weekly wages (mfg.)	May	$104.42	+ 0.1	+ 8.7
Consumer price index (1949 = 100)	August	156.0	+ 0.3	+ 3.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)	May	117.1	− 0.3	+ 4.6
Total labour income (thousands of dollars)	June	2,972	+ 2.2	+ 7.2
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	June	165.6	+ 2.3	+ 6.2
Manufacturing	June	167.8	+ 3.2	+ 6.2
Durables	June	187.9	+ 1.3	+ 6.6
Non-durables	June	151.4	+ 5.1	+ 5.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts	July	15,317	−15.8	+ 2.4
Completions	July	11,053	+23.5	+19.7
Under construction	July	95,399	+ 4.4	+20.7

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, (DBS Cat. No. 71-001), a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended August 24, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,284	682	2,327	3,070	1,377	828
Men	5,741	485	1,645	2,077	969	565
Women	2,543	197	682	993	408	263
14-19 years	1,100	100	308	381	203	108
20-24 years	1,248	127	398	415	201	107
25-44 years	3,349	241	964	1,278	518	348
45-64 years	2,362	195	603	905	415	244
65 years and over	225	19	54	91	40	21
EMPLOYED	7,965	647	2,203	2,981	1,346	788
Men	5,515	455	1,553	2,021	948	538
Women	2,450	192	650	960	398	250
Agriculture	653	29	156	178	260	30
Non-agriculture	7,312	618	2,047	2,803	1,086	758
Paid workers	6,851	565	1,912	2,646	1,029	699
Men	4,610	389	1,321	1,759	673	468
Women	2,241	176	591	887	356	231
UNEMPLOYED	319	35	124	89	31	40
Men	226	30	92	56	21	27
Women	93	*	32	33	10	13
PERSONS NOT IN LABOUR FORCE	6,032	656	1,792	2,032	952	600
Men	1,355	178	387	440	206	144
Women	4,677	478	1,405	1,592	746	456

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended August 24, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,316	2,374	4,067	1,122	4,178	1,067	1,508
LABOUR FORCE	8,284	1,100	3,924	992	1,296	747	225
Employed	7,965	1,011	3,821	927	1,267	720	219
Unemployed	319	89	103	65	29	27	**
NOT IN LABOUR FORCE	6,032	1,274	143	130	2,882	320	1,283
PARTICIPATION RATE†							
1968—Aug. 24	57.9	46.3	96.5	88.4	31.0	70.0	14.9
July 20	58.3	49.6	96.3	88.8	30.7	70.0	14.8
UNEMPLOYMENT RATE‡							
1968—Aug. 24	3.9	8.1	2.6	6.6	2.2	3.6	**
July 20	4.5	12.2	2.6	7.1	1.9	3.4	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended August 24, 1968

	August 1968	July 1968	August 1967
	(in thousands)		
TOTAL UNEMPLOYED	319	371	247
On temporary layoff up to 30 days	19	20	19
Without work and seeking work	300	351	228
Seeking			
Full-time work	275	312	210
Part-time work	25	39	18
Under 1 month	82	103	76
1-3 months	131	147	98
4-6 months	38	45	25
More than 6 months	49	56	29

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication†	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
					Monthly Totals					
					(millions of dollars)					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May*	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June†	74.3	764.6	253.2	41.1	226.7	53.7	415.4	960.7	154.0	2,971.6
					Seasonally Adjusted					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.4	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February	71.0	727.9	242.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May*	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June†	72.4	752.7	247.5	39.6	213.2	53.0	409.3	946.5	147.4	2,904.0

*Revised †Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1968, employers in the principal non-agricultural industries reported a total employment of 3,607,826. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April*	119.3	139.3	108.97	120.2	140.2	114.33
May†	122.5	139.8	109.35	122.1	140.3	114.43

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1968	*April 1968*	*May 1967*	*May 1968*	*April 1968*	*May 1967*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	116.1	110.2	113.1	89.54	90.84	84.04
Newfoundland	117.5	112.6	114.5	98.41	100.85	91.02
Prince Edward Island	131.7	112.9	121.5	72.94	74.57	68.79
Nova Scotia	113.9	110.9	112.4	87.78	87.84	82.33
New Brunswick	116.3	107.4	112.2	87.58	89.40	83.09
Quebec	117.7	113.9	119.7	107.74	106.76	100.36
Ontario	125.8	123.8	124.9	112.88	112.61	105.62
Prairie Region	122.0	118.3	120.5	102.98	102.61	95.07
Manitoba	114.9	112.8	115.5	99.20	98.52	91.09
Saskatchewan	122.2	117.2	119.6	102.06	101.94	94.90
Alberta	127.9	123.5	125.2	106.24	106.05	98.28
British Columbia	128.2	124.6	129.3	120.21	119.37	113.97
CANADA	122.5	119.3	122.3	109.35	108.97	102.19
URBAN AREAS						
St. John's	136.8	129.9	134.7	87.09	92.68	80.31
Halifax	113.8	114.0	111.5	91.54	90.74	83.80
Sydney	101.6	99.2	99.0	94.19	93.02	93.96
Moncton	118.2	116.0	114.1	86.13	85.37	80.24
Saint John	107.3	108.2	108.7	87.35	87.02	83.16
Chicoutimi	106.1	102.5	113.0	124.12	124.79	121.22
Montreal	121.5	119.6	123.1	110.38	108.92	102.30
Quebec	113.1	111.0	118.3	94.17	93.00	85.22
Shawinigan	99.4	97.2	103.4	111.04	108.85	104.23
Sherbrooke	116.0	115.9	116.4	92.68	91.96	86.01
Trois-Rivières	112.5	109.1	119.7	96.47	98.02	94.23
Ottawa-Hull	128.0	124.7	124.3	100.20	101.63	95.40
Belleville	114.4	115.2	115.8	97.42	94.75	89.01
Brampton	260.7	256.4	252.3	111.41	110.75	102.96
Brantford	114.2	113.3	136.6	99.28	99.74	97.04
Fort William-Port Arthur	121.0	114.0	129.0	103.05	102.77	105.77
Guelph	139.8	136.8	135.1	102.46	100.97	94.65
Hamilton	120.6	118.7	118.4	115.38	116.20	110.54
Kingston	124.5	121.4	121.1	109.40	106.89	102.42
Kitchener	145.1	142.9	142.0	100.75	99.92	92.55
London	119.4	118.8	124.5	103.48	103.80	97.23
Niagara Falls	104.0	103.3	114.2	103.05	101.77	98.76
Oshawa	139.4	138.5	139.0	141.73	141.57	119.33
Peterborough	131.4	130.1	135.4	113.41	112.98	108.19
Sarnia	140.8	137.9	133.4	142.72	143.04	138.20
Sault Ste. Marie	118.4	116.2	120.0	121.57	123.24	118.65
Sudbury	114.7	112.4	109.3	128.60	129.73	117.83
St. Catharines	143.5	141.0	140.9	123.37	126.19	112.89
Timmins	76.8	75.6	84.1	99.26	99.37	94.22
Toronto	127.5	126.4	125.8	113.02	112.68	106.37
Welland	111.5	107.4	115.0	126.04	126.82	121.04
Windsor	148.2	149.7	149.7	134.98	131.93	115.77
Winnipeg	117.0	114.8	117.5	92.29	92.10	86.52
Regina	122.8	117.6	119.5	94.66	95.40	91.98
Saskatoon	146.2	141.9	139.1	93.87	95.94	90.63
Calgary	137.7	134.0	133.7	105.95	105.91	98.60
Edmonton	134.9	130.7	130.8	101.08	99.86	93.84
Vancouver	128.1	125.9	128.1	115.35	114.52	109.71
Victoria	122.7	119.9	124.4	103.53	102.89	96.90

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in December.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.2	107.3	108.9	137.53	138.46	127.87
Metals	105.9	103.7	106.4	137.98	138.47	129.01
Mineral fuels	104.2	101.4	103.7	144.40	144.09	133.49
Non-metals except fuels	127.0	119.5	112.6	127.55	130.63	118.62
Quarries and sand pits	112.5	101.8	124.7	119.29	116.84	112.29
Services incidental to mining	142.0	132.1	125.8	141.39	144.88	128.10
MANUFACTURING	122.1	120.2	122.9	114.43	114.33	105.86
Durable goods	132.2	130.2	133.9	123.68	123.52	113.11
Non-durable goods	113.9	112.1	114.0	105.76	105.71	99.01
Food and beverages	109.5	104.1	108.9	100.71	101.17	94.30
Foods	108.9	103.0	108.0	97.88	98.31	91.08
Beverages	113.1	110.9	114.4	117.80	117.79	113.25
Tobacco processing and products	91.7	94.3	94.0	121.44	117.03	111.40
Rubber products	112.5	122.4	120.1	111.81	113.88	106.71
Leather products	99.1	98.7	98.4	75.21	74.46	69.32
Textile products	116.6	116.6	118.1	96.01	94.73	88.04
Knitting mills	111.3	110.0	111.2	71.93	72.09	67.15
Clothing	108.9	108.9	110.5	69.73	70.08	63.76
Wood products	108.1	102.2	108.5	102.85	102.05	94.52
Furniture and fixtures	124.2	123.2	126.5	92.22	90.78	86.63
Paper and allied industries	119.2	116.1	119.2	130.61	132.02	123.46
Printing, publishing and allied industries	114.7	114.3	113.9	119.42	119.05	113.00
Primary metal industries	124.9	122.9	126.1	136.28	137.90	127.98
Metal fabricating industries	129.9	127.6	134.4	119.37	118.16	110.11
Machinery, except electrical	136.0	136.4	154.0	126.25	127.05	118.42
Transportation equipment	154.7	153.7	154.1	140.31	140.71	121.03
Electrical products	142.4	141.9	136.7	116.93	115.94	107.96
Non-metallic mineral products	118.9	115.2	119.7	120.47	117.93	113.23
Petroleum and coal products	106.4	102.2	105.1	169.99	166.85	155.82
Chemicals and chemical products	119.9	119.7	121.2	128.68	127.77	121.38
Miscellaneous manufacturing industries	136.7	135.3	131.5	98.54	97.95	92.07
CONSTRUCTION	122.2	111.5	123.3	136.64	136.93	130.68
Building	127.9	121.2	129.4	134.12	135.89	128.63
Engineering	112.4	94.6	112.8	141.60	139.24	134.75
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.2	107.7	112.3	120.82	119.98	111.71
Transportation	104.4	103.0	109.6	119.24	118.50	111.58
Storage	111.4	110.6	115.8	105.29	103.91	98.38
Communication	118.6	117.8	119.6	116.71	115.14	107.81
TRADE	127.4	126.1	124.2	86.45	85.78	81.45
Wholesale trade	121.0	119.5	120.6	107.66	106.74	101.06
Retail trade*	130.9	129.8	126.1	75.57	75.06	70.98
FINANCE, INSURANCE AND REAL ESTATE	130.3	129.4	125.0	105.69	105.13	99.35
Financial institutions	132.3	131.7	127.4	103.04	102.27	95.12
Insurance and real estate	127.5	126.3	121.8	109.39	109.14	105.28
SERVICE	156.7	151.5	154.8	78.84	78.31	74.49
Recreational services	147.7	138.0	139.2	67.70	68.63	64.94
Business services	173.7	168.0	171.5	120.83	122.40	111.48
Personal services	144.4	140.5	142.4	57.94	57.74	55.03
Miscellaneous services	181.0	175.2	185.3	87.24	82.58	84.62
INDUSTRIAL COMPOSITE	122.5	119.3	122.5	109.35	108.97	102.19

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.8	41.8	42.0	3.03	3.04	2.82	126.89	126.87	118.29
Metals	41.2	41.3	41.5	3.15	3.16	2.96	129.89	130.33	122.96
Mineral fuels	41.7	40.7	43.0	2.67	2.63	2.37	111.17	107.04	102.05
Non-metals, except fuels	43.0	43.5	42.4	2.87	2.89	2.63	123.35	125.43	111.54
Quarries and sand pits	48.8	47.2	49.3	2.38	2.39	2.26	116.10	112.81	111.37
Services incidental to mining	41.5	41.9	39.5	3.28	3.26	3.06	136.19	136.68	120.94
MANUFACTURING	40.6	40.7	40.3	2.57	2.56	2.38	104.42	104.28	96.06
Durable goods	41.3	41.4	40.8	2.78	2.77	2.56	114.76	114.65	104.23
Non-durable goods	39.9	39.9	39.8	2.36	2.35	2.21	94.13	93.98	87.86
Food and beverages	40.0	39.8	39.8	2.26	2.29	2.12	90.63	91.10	84.44
Foods	39.9	39.7	39.7	2.21	2.23	2.06	88.14	88.53	81.63
Beverages	40.8	40.7	40.6	2.69	2.70	2.59	109.51	109.76	104.99
Tobacco processing and products	37.8	37.7	37.6	2.95	2.80	2.70	111.61	105.56	101.59
Rubber products	41.0	41.1	41.4	2.46	2.54	2.46	100.82	104.57	101.62
Leather products	39.5	39.1	38.6	1.74	1.73	1.63	68.83	67.82	63.04
Textile products	41.3	41.1	41.5	2.05	2.03	1.87	84.86	83.34	77.62
Miscellaneous textiles	40.9	41.2	39.9	2.20	2.18	1.70	89.80	89.65	68.04
Knitting mills	40.8	41.4	40.5	1.55	1.53	1.47	63.30	63.54	59.42
Clothing	36.9	37.1	36.3	1.71	1.71	1.58	63.10	63.38	57.22
Wood products	40.1	40.2	40.2	2.44	2.41	2.24	97.84	96.84	89.91
Furniture and fixtures	41.7	41.3	41.8	2.02	2.01	1.91	84.37	82.83	79.66
Paper and allied industries	40.8	41.4	41.0	2.99	2.99	2.81	121.80	123.60	115.23
Pulp and Paper mills	40.8	41.6	41.1	3.24	3.24	3.06	132.18	134.64	125.70
Printing, publishing and allied industries	38.2	38.3	38.7	3.06	3.03	2.86	116.61	115.96	110.90
Primary metal industries	41.0	41.5	40.8	3.11	3.11	2.92	127.63	128.89	119.39
Iron and steel mills	40.7	41.2	40.9	3.26	3.26	3.10	132.61	134.21	126.97
Metal fabricating industries	41.1	41.0	40.9	2.73	2.69	2.51	111.90	110.45	102.74
Machinery, except electrical	40.8	41.2	40.9	2.80	2.81	2.68	114.43	115.86	109.48
Transportation equipment	42.9	43.1	40.5	3.11	3.12	2.77	133.28	134.20	112.34
Aircraft and parts	40.4	41.8	41.1	2.92	2.95	2.69	118.07	123.19	110.60
Motor vehicles	44.0	44.2	41.0	3.22	3.26	2.88	141.93	143.94	117.91
Assembling	45.8	47.1	41.2	3.45	3.51	3.08	157.96	165.43	126.76
Parts and accessories	42.5	41.5	40.8	3.08	3.07	2.78	130.69	127.41	113.26
Shipbuilding and repairing	42.2	40.7	37.6	3.16	2.98	2.59	133.47	121.25	97.58
Electrical products	40.0	40.1	39.9	2.50	2.49	2.28	100.07	99.72	91.08
Communications equipment	39.7	39.4	39.3	2.37	2.35	2.15	93.82	92.87	84.25
Non-metallic mineral products	42.9	42.0	43.2	2.66	2.63	2.48	114.18	110.59	107.14
Petroleum and coal products	44.7	42.8	40.5	3.68	3.62	3.39	164.34	154.74	144.21
Chemical and chemical products	41.3	40.9	41.1	2.75	2.71	2.58	113.66	111.09	106.23
Miscellaneous manufacturing industries	40.5	40.4	40.4	2.08	2.07	1.94	84.10	83.68	78.21
CONSTRUCTION	40.6	40.3	41.2	3.29	3.33	3.13	133.78	134.35	128.67
Building	38.6	39.3	39.7	3.40	3.40	3.19	131.24	133.50	126.71
General contractors	39.0	39.2	38.8	3.32	3.35	3.07	129.39	131.31	119.15
Special trade contractors	38.3	39.3	40.4	3.46	3.44	3.30	132.75	135.27	133.18
Engineering	44.5	42.7	44.2	3.12	3.19	3.00	138.81	136.31	132.62
Highways, bridges and streets	45.5	43.2	45.0	2.60	2.64	2.45	118.35	114.26	110.27
Other engineering	43.6	42.2	43.4	3.64	3.64	3.55	158.65	153.71	153.99
OTHER INDUSTRIES									
Urban transit	42.0	41.2	44.3	3.10	3.09	2.87	130.48	127.44	127.05
Highway and bridge maintenance	40.1	41.4	39.0	2.37	2.36	2.27	95.13	97.68	88.39
Laundries, cleaners and pressers	38.5	38.7	38.8	1.49	1.49	1.40	57.49	57.79	54.27
Hotels, restaurants and taverns	33.4	33.4	34.2	1.49	1.48	1.38	49.61	49.30	47.30

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, of Hourly Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April*	40.7	2.56	104.28	140.1	117.4
May†	40.6	2.57	104.42	140.3	117.1

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
				$	$	$
Newfoundland	43.3	43.6	42.3	2.03	2.07	1.97
Nova Scotia	41.3	40.9	40.6	2.05	2.07	1.93
New Brunswick	41.7	41.2	39.7	2.01	2.09	1.96
Quebec	41.1	41.2	40.9	2.32	2.31	2.13
Ontario	40.8	40.8	40.4	2.70	2.70	2.51
Manitoba	39.3	39.5	39.6	2.30	2.29	2.13
Saskatchewan	37.8	39.3	39.7	2.71	2.71	2.47
Alberta	39.2	39.2	39.1	2.64	2.62	2.45
British Columbia	37.7	37.9	37.9	3.20	3.20	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—May	4,716,000	4,394,600	321,400
April	4,856,000	4,281,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100

TABLE E-4—Benefit Payments, by Province, June 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	26,126	668,448
Prince Edward Island	3,497	80,272
Nova Scotia	32,534	783,865
New Brunswick	28,961	723,851
Quebec	318,613	8,277,840
Ontario	299,265	7,587,581
Manitoba	30,761	740,483
Saskatchewan	18,178	445,299
Alberta	36,903	943,750
British Columbia	120,390	3,149,189
Total, Canada, June 1968	915,228	23,400,578
Total, Canada, May 1968	1,778,939	46,278,029
Total, Canada, June 1967	726,258	17,837,292

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, June 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	2,006	1,549	457	2,257	1,059	1,198	779
Prince Edward Island	345	261	84	320	216	104	114
Nova Scotia	2,767	1,997	770	2,784	1,701	1,083	845
New Brunswick	2,398	1,821	577	2,679	1,692	987	725
Quebec	31,256	22,101	9,155	29,746	18,110	11,636	13,273
Ontario	34,934	24,720	10,214	31,569	19,536	12,033	13,619
Manitoba	2,580	2,020	560	2,861	1,813	1,048	624
Saskatchewan	1,567	1,261	306	1,460	847	613	452
Alberta	3,209	2,437	772	3,285	2,007	1,278	856
British Columbia	11,731	8,078	3,653	12,138	7,446	4,692	3,289
Total, Canada, June 1968	92,793*	66,245	26,548	89,099†	54,427	34,672	34,576
Total, Canada, May 1968	123,880	92,372	31,508	136,920	103,263	33,657	30,882
Total, Canada, June 1967	89,157	63,065	26,092	90,169	54,154	36,015	31,446

*In addition, revised claims received numbered 25,541.

†In addition, 25,383 revised claims were disposed of. Of these, 2,646 were special requests not granted and 1,116 were appeals by claimants. Ther were 5,518 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 28, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	May 31 1968	June 30 1967
CANADA	291,137	103,409	76,290	73,988	37,450	321,411	242,820
Male	177,098	67,684	46,533	42,661	20,220	205,672	148,019
Female	114,039	35,725	29,757	31,327	17,230	115,739	94,801
NEWFOUNDLAND	8,686	2,581	2,224	2,620	1,261	11,326	8,791
Male	6,872	2,088	1,836	2,041	907	9,453	7,252
Female	1,814	493	388	579	354	1,873	1,539
PRINCE EDWARD ISLAND	1,179	377	303	313	186	1,351	930
Male	737	244	186	212	95	906	574
Female	442	133	117	101	91	445	356
NOVA SCOTIA	10,998	3,113	3,022	2,882	1,981	13,025	10,691
Male	7,455	2,097	2,242	1,695	1,421	9,326	7,522
Female	3,543	1,016	780	1,187	560	3,699	3,169
NEW BRUNSWICK	9,682	2,782	2,860	2,551	1,489	12,035	9,583
Male	6,532	1,986	1,956	1,630	960	8,594	6,738
Female	3,150	796	904	921	529	3,441	2,845
QUEBEC	99,852	35,069	27,815	25,320	11,648	109,102	80,862
Male	66,679	24,228	18,677	17,183	6,591	76,065	54,569
Female	33,173	10,841	9,138	8,137	5,057	33,037	26,293
ONTARIO	97,926	37,500	23,589	24,334	12,503	103,176	85,297
Male	51,748	22,648	11,907	11,358	5,835	56,437	45,455
Female	46,178	14,852	11,682	12,976	6,668	46,739	39,842
MANITOBA	9,433	2,863	2,223	2,934	1,413	10,830	6,118
Male	4,969	1,641	1,128	1,413	787	6,256	2,820
Female	4,464	1,222	1,095	1,521	626	4,574	3,298
SASKATCHEWAN	5,686	1,525	1,454	1,729	978	6,721	3,771
Male	3,180	947	756	981	496	4,310	1,685
Female	2,506	578	698	748	482	2,411	2,086
ALBERTA	10,566	3,445	2,972	2,780	1,369	13,635	8,194
Male	5,985	1,946	1,777	1,517	745	8,567	4,547
Female	4,581	1,499	1,195	1,263	624	5,068	3,647
BRITISH COLUMBIA	37,129	14,154	9,828	8,525	4,622	40,210	28,583
Male	22,941	9,859	6,068	4,631	2,383	25,758	16,857
Female	14,188	4,295	3,760	3,894	2,239	14,452	11,726

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of August 1968

	All Items									
	August 1968	*July 1968*	*August 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(*1949 = 100*)					
St. John's, Nfld.*	137.9	136.2	130.9	135.2	125.4	135.6	133.4	194.5	160.4	139.9
Halifax	148.1	147.3	143.1	149.6	144.2	143.9	144.8	204.5	193.9	139.9
Saint John	151.4	150.9	145.9	153.8	142.4	147.6	159.7	218.4	180.2	139.4
Montreal	153.7	153.1	149.7	159.0	148.6	126.5	185.4	199.7	180.1	146.5
Ottawa	155.7	155.2	148.6	158.5	149.2	140.4	177.5	207.9	172.8	152.3
Toronto	157.4	157.4	152.1	150.5	159.1	143.2	161.2	195.5	216.3	149.4
Winnipeg	151.3	150.9	146.5	150.0	139.3	151.5	152.3	227.7	169.7	154.1
Saskatoon-Regina	146.0	145.6	140.9	148.0	138.1	150.5	147.8	178.1	173.5	140.5
Edmonton-Calgary	146.6	146.3	141.3	144.5	141.2	146.7	149.0	207.0	169.0	132.1
Vancouver	149.1	148.8	144.7	148.0	149.3	139.6	157.8	180.8	167.7	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
				Duration in Man-Days	
		Strikes and Lockouts	*Workers Involved*	*Man-Days*	*Per cent of Estimated Working Time*
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,123	3,974,630	0.25
*1967—August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43

*Preliminary

TABLE G-2—Strikes and Lockouts, August 1968 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	300	600
Mines	4	1,717	31,920
Manufacturing	85	22,708	312,810
Construction	30	5,363	63,580
Transportation and utilities	9	26,227	151,530
Trade	11	3,337	72,120
Finance	—	—	—
Service	4	46	1,010
Public administration	2	258	1,770
ALL INDUSTRIES	146	59,956	635,340

TABLE G-3—Strikes and Lockouts, August 1968 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	1	36	790
Prince Edward Island	—	—	—
Nova Scotia	4	120	2,070
New Brunswick	4	761	6,020
Quebec	32	9,827	159,020
Ontario	75	18,174	274,330
Manitoba	4	189	4,070
Saskatchewan	3	790	5,940
Alberta	4	299	5,340
British Columbia	13	2,923	17,960
Federal	6	26,837	159,800
ALL JURISDICTIONS	146	59,956	635,340

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
FORESTRY						
MacMillan Bloedel, Sproat Lake Div., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	600	600	Aug. 8 Aug. 12	Premium pay for working in burned timber—Return of workers.
MINES						
Metal						
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	14,300	37,050	June 12 —	Wages, overtime, safety measures—
Endako Mines, Fraser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	7,810	8,880	July 27 —	Wages, hours of work—
Rio Algom Mines, Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	650	8,450	8,450	Aug. 14 —	Wages, pension plan—
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	14,600	Apr. 27 —	Wages, fringe benefits—
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,420	7,040	June 3 —	Wages—
Marven's Ltd., Moncton, N.B.	Packinghouse Workers Loc. 302 (AFL-CIO/CLC)	138	550	4,970	June 17 Aug. 7	Wages—4% increase June 1968, 3% Dec. 1969, 4% June 1970, 3% Dec. 1970, other benefits.
Silverwoods Dairy, Windsor, Ont.	Teamsters Loc. 647 (Ind.)	100	200	200	Aug. 20 Aug. 23	Wages, working conditions—
David et Frère, (1967) Ltée., Montreal, Que.	Commerce and Office Empls. (CNTU)	600	1,200	1,200	Aug. 29 —	Wages and benefits—
Rubber						
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,400	52,800	219,580	May 3 —	Wages, hours—
Standard Products Ltd., Stratford, Ont.	National Council of Canadian Labour (Ind.)	175	350	350	Aug. 20 Aug. 22	Change in hours of work—return of workers pending arbitration.
Textile						
Peeters Textile Mills, Ideal Bedspread Co., Granby, Que.	Textile Federation (CNTU)	163	1,790	1,790	Aug. 13 Aug. 28	Wages, fringe benefits—$1.57 hr. wage rate now, 10¢ increase in 1969, 20¢ in 1970, other benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			August	*Accumulated*		
Wood						
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	1,850	28,720	Jan. 25 Aug. 14	Wages—Wage increase
J. E. Boyle Ltd., Davidson, Que.	Woodworkers, Loc. 2-2287 (AFL-CIO/CLC)	133	1,600	4,660	June 28 Aug. 19	Wages—15¢ hr. increase Apr. 68, 8¢ next 6 mos., 7¢ next 6 mos., other benefits.
John Lewis Inc., Ville d'Anjou and Grand'Mère, Que.	United Textile Workers, Loc. 397 (AFL-CIO/CLC)	144	2,710	6,020	June 28 —	Wages—
Kootenay Forest Products, Nelson, B.C.	Woodworkers (AFL-CIO/CLC)	160	480	480	Aug. 19 Aug. 22	Protesting unsafe working conditions—Not reported.
Paper						
Northwestern Pulp and Power Co. Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	250	4,250	12,250	June 17 Aug. 26	Wages—Not reported.
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers, Loc. 290 (AFL-CIO/CLC)	800	17,600	40,000	June 21 —	Dissatisfaction over progress of negotiations—
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	5,280	11,620	June 23 —	Breakdown in negotiations—
Kimberly Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	8,760	13,930	July 13 —	Failure to reach agreement—
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers Federation (CNTU)	1,246	27,410	39,870	July 18 —	Wages—
Consolidated-Bathurst Ltée, Port Alfred, Que.	Pulp and Paper Workers Federation (CNTU)	600	12,500	12,500	Aug. 9 —	Inability to agree on one clause in the proposed new contract—
Irving Pulp and Paper Ltd., Saint John, N.B.	Pulp and Paper Mill Workers Loc. 30 (AFL-CIO/CLC)	289	1,730	1,730	Aug. 22 Aug. 30	Wages and benefits—15¢ an hr. increase 1st year, 18¢ an hr. increase 2nd year.
Ontario-Minnesota Pulp and Paper Co. Ltd., Boise Cascade subsidiary, Fort Frances, Ont.	Pulp and Paper Mill Workers Loc. 92 (AFL-CIO/CLC)	450	2,250	2,250	Aug. 25 —	Managerial rights' clause in proposed contract—
Anglo Paper Products Ltd., Quebec, Que.	Pulp and Paper Mill Workers, Loc. 137 (AFL-CIO/CLC)	1,200	1,200	1,200	Aug. 27 Aug. 28	Protesting working conditions—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Printing & Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	424,370	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	11,660	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers, Loc. 4077 (AFL-CIO/CLC)	218	4,800	12,870	June 10 —	Change of effective date—
Metal Fabricating						
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,660	13,780	May 30 —	Wages—
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers, Loc. 6958 (AFL-CIO/CLC)	235	1,410	10,810	June 18 Aug. 6	Slow progress of negotiations—60¢ an hr. increase over 2 years.
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers Loc. 6623 (AFL-CIO/CLC)	127	640	640	Aug. 15 Aug. 22	Wages, length of agreement, seniority—Increases of 13¢ hr. eff. Aug. 68, 5¢ an hr. eff. Dec. 68, 17¢ hr. eff. Aug. 69, other benefits.
Dominion Bridge Co., Vancouver, B.C.	Structural Iron Workers, Loc. 712 (AFL-CIO/CLC)	225	2,030	2,030	Aug. 20 —	Union security, wages, fringe benefits—
Machinery						
Dover Corp. (Canada) Ltd., Division Turnbull Elevators, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,520	13,520	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,420	9,130	May 6 —	Wages—
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers, Loc. 2868 (AFL-CIO/CLC)	1,864	13,050	70,840	June 18 Aug. 12	Wages, benefits, seniority, standards—
De Laval Co. Ltd. Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	5,210	8,290	July 13 —	Wages, improved working conditions—
Transportation Equipment						
Bendix-Eclipse of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	1,590	11,410	June 18 Aug. 8	Wage parity with company's U.S. workers—Eventual parity with U.S. workers by the end of contract.
Orenda Ltd., Malton, Ont.	Machinists, Loc. 717 (AFL-CIO/CLC)	1,250	15,000	42,500	July 5 Aug. 19	Wages, fringe benefits—27¢ to 48¢ per hr. increase, plus 17¢ in 1969, 17¢ in 1970, cost of living bonus.
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	20,130	32,030	July 15 —	Wages, other benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Auto Specialities Mfg. Co. of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 193 (AFL-CIO/CLC)	280	4,480	4,480	Aug. 5 Aug. 27	Wages, working conditions—63¢ an hr. increase for production workers, 85¢ for skilled tradesmen, over 3 years, other benefits.
Davie Shipbuilding Ltd., Lauzon, Que.	Not reported	300	300	300	Aug. 7 Aug. 8	Not reported—Return of workers
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	668	8,020	8,020	Aug. 15 —	Wages, working conditions, fringe benefits—
Three automotive parts manufacturers, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	489	4,890	4,890	Aug. 18 —	Wages, fringe benefits, working conditions—
Ford Motor Co. of Canada Ltd., St. Thomas, Ont.	Auto Workers Loc. 1520 (AFL-CIO/CLC)	1,200	4,800	4,800	Aug. 23 Aug. 29	Working conditions—Return of workers.
Electrical Products						
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	7,700	14,000	July 8 —	Wages, fringe benefits—
Proctor Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	3,400	July 17 —	Wages, hours—
Non-Metallic Mineral Products						
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	2,770	29,240	Apr. 26 Aug. 12	Wages, vacations, holidays, health and welfare plan—Increase from $2.20 hr. to $2.385 hr. retroactive to Jan. 30, 1968, $2.565 hr. on April 25/69, other benefits.
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,490	21,740	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	9,770	26,200	June 8 —	Wages, hours, fringe benefits—
Welment Industries, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	150	1,350	1,350	Aug. 20	Wages—
CONSTRUCTION						
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,200	6,700	May 29 —	Delayed negotiations in a new contract—
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers, Locs. 4, 27, 32 (AFL-CIO/CLC)	200	3,400	9,800	June 17 Aug. 26	Wages—80¢ an hr. over 2 yrs.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	16,500	37,500	June 21 —	Locked out because of inability to carry out further work without striking bricklayers—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Kingston Builders Exchange Kingston and area, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	480	5,360	18,340	June 24 Aug. 12	Wages, travel time allowance—$4.31 per hr. Jan. 1968, $4.57 an hr. Jan. 1969, increase in travel allowance, other benefits.
Modern Paving, Saint Lambert, Notre-Dame-du-Bon-Conseil, Comte de Levis, Que.	CNTU	110	2,420	5,170	June 26 —	Security of employment—
Lakehead Builders Exchange, Port Arthur, Fort William, Ont.	Five unions	510	8,670	19,890	July 2 Aug. 26	Wages—85¢ increase for plumbers and electricians, $1.11 increase for iron workers, 65¢ increase for painters, 60¢ for bricklayers all over 2 yrs.
Prince Albert Construction Assoc., Prince Albert, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	100	100	2,000	July 5 Aug. 2	Pension plan—A board of trustees to administer the pension plan.
Master Plumber's Assc. of Moncton, Moncton, N.B.	Plumbers, Loc. 694 (AFL-CIO/CLC)	134	2,140	4,550	July 8 Aug. 23	Wages, union security—25¢ in Aug./68, 25¢ Feb./69, 25¢ Aug./69, 25¢ Feb./70, other benefits.
Several plumbing Contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	7,000	July 15 —	Wages, other benefits—
Foresteel Industries Ltd., Colonsay, Sask.	Boilermakers, (AFL-CIO/CLC)	610	4,880	4,880	Aug. 7 Aug. 19	Refusal to handle products of a strike bound plant—Dispute settled at strike-bound plant.
Masonry Contractors' Association, Lower Mainland, B.C.	Labourers, Loc. 602 (AFL-CIO/CLC)	125	500	500	Aug. 12 Aug. 16	Wages and fringe benefits—Not reported.
Corporation des Electriciens, Sherbrooke, Que.	CNTU	225	3,150	3,150	Aug. 13 Aug. 31	Wages—20¢ an hr. increase.
Mica Dam Constructors, Mica Creek, B.C.	Various unions	803	2,410	2,410	Aug. 14 Aug. 19	Allegedly unsafe working conditions—Return of workers.
Parsons and Whittmore, Nackawic, N.B.	Not reported	200	1,600	1,600	Aug. 14 Aug. 26	Not reported—Contract signed between employer and Fredericton Building Trades Council.
Brenda Mines Ltd., Peachland, B.C.	Various unions	500	1,000	1,000	Aug. 26 Aug. 28	Respecting picket line of strike-bound sub-contractor—Removal of picket line following removal of sub-contractor from job site.
TRANSPORTATION AND UTILITIES						
Transportation						
Rod Service Ltée,* Montreal, Que.	Public Service Employees Fed. (CNTU)	379	1,080	1,080	Aug. 9 Aug. 14	Interpretation of contract terms, workers seeking pay for weeks they were idled by the postal strike—Return to work, dispute submitted to arbitration.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Storage						
Lakehead Grain Handlers Association,* Fort William, Port Arthur, Ont.	Railway Clerks Lodge 650 (AFL-CIO/CLC)	1,142	25,120	36,540	July 18 —	Wages—
Communication						
Northern Telephone Ltd.,* Téléphone du Nord de Québec Inc., Various locations, Northern Ontario and Quebec.	Communications Workers Locs. C-6 and C-11 (AFL-CIO/CLC)	500	1,500	22,500	June 3 Aug. 6	Wages, union security, retroactive pay, contract term—$19 week increase for clerical, $18 a week increase for operators, 50¢ an hr. increase for plant workers, over 30 months.
Government of Canada Post Office Dept.,* Canada-wide.	Council of postal unions (CLC)	24,000	120,000	360,000	July 18 Aug. 8	Wages, working conditions—21¢ an hr. retroactive to Aug. 1/67, 18¢ an. hr. on Oct. 1, 1968.
Power, Gas and Water						
Provincial Gas Company, Various locations, Niagara Peninsula, Ont.	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	1,280	5,560	June 5 Aug. 19	Wages, retroactive pay, other conditions—18% increase 1st yr., 6% 2nd yr., 6% 3rd yr.
TRADE						
Quebec Liquor Board, Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	143,470	June 25 —	Wages—
Samuel Son & Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	175	3,850	6,650	July 10 —	Wages—
PUBLIC ADMINISTRATION						
Local Administration						
City of New Westminster, New Westminster, B.C.	Public Employees, Loc. 387 (CLC)	228	910	7,480	June 21 Aug. 7	Wages—8% increase 1st yr., 5.25% increase 2nd yr., other benefits.

*Federal jurisdiction.

H—Employment Fatalities

TABLE H—Employment Fatalities During Second Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	1	2	—	1	2	1	1	1	—	1	—	10	5.5
20–24	—	5	1	3	1	4	6	1	—	—	—	21	11.5
25–44	1	6	1	14	12	16	15	7	—	2	5	79	43.4
45–64	2	9	2	5	13	11	9	1	—	4	5	61	33.5
65 and over	—	—	2	5	2	1	—	—	—	—	1	11	6.1
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
By Industry and Occupation†													
Farmers (a)	4	—	—	—	—	—	—	—	—	—	—	4	2.2
Loggers (b)	—	18	—	—	—	—	—	—	—	—	—	18	9.9
Fishermen (c)	—	—	5	—	—	—	—	—	—	—	—	5	2.8
Miners (d)	—	—	—	23	—	1	1	—	—	—	—	25	13.7
Craftsmen (e)	—	1	—	3	23	22	6	4	—	3	2	64	35.2
Labourers (f)	—	—	—	—	1	8	1	—	—	2	3	15	8.2
Transport (g)	—	3	1	2	2	1	20	4	—	—	—	33	18.1
Managerial	—	—	—	—	2	1	1	1	—	—	—	5	2.8
Professional (h)	—	—	—	—	1	—	1	—	—	—	—	2	1.1
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	—	—	—	1	—	—	1	2	1.1
Service (i)	—	—	—	—	1	—	1	—	—	2	5	9	4.9
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	15	1	9	5	10	5	3	—	1	4	53	29.1
Falls and slips (k)	1	2	5	6	6	12	2	—	—	1	2	37	20.3
Collisions, derailments (l)	—	1	—	3	4	4	19	6	—	1	2	40	22.0
Caught in, on, between(m)	2	3	—	1	4	2	2	1	—	—	1	16	8.8
Inhalations (n)	—	—	—	9	6	—	—	—	—	—	—	15	8.2
Conflagrations (o)	—	1	—	—	3	—	1	—	—	—	—	5	2.8
Electric current (p)	1	—	—	—	1	4	1	—	—	1	2	10	5.5
Over-exertion (q)	—	—	—	—	—	—	—	—	—	2	—	2	1.1
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	1	1	1	—	—	1	—	4	2.2
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
PER CENT OF TOTAL	2.2	12.1	3.3	15.4	16.5	18.1	17.0	5.5	—	3.9	6.0	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 158 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 24 were obtained from other sources.

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

labour gazette

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A comely wench spreads wheat on a farm at Tragarva, Sask. Agricultural output is dealt with in the fifth annual review of the Economic Council of Canada.
See p. 682.

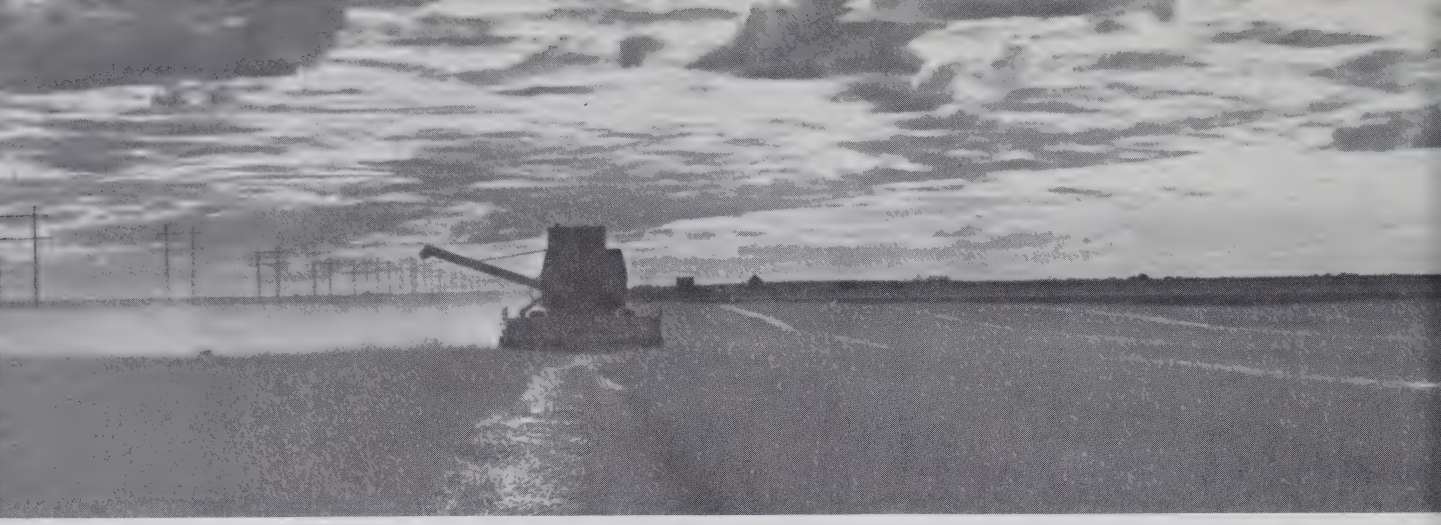
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The Challenge Of Growth and Change

The fifth annual review of the Economic Council of Canada dealt with the country's rate of growth, poverty, regional disparity, a science policy, and agricultural outputs.

IMMEDIATE action to deal with rapidly changing conditions in the Canadian economy is needed to ensure that the country will achieve its economic goals, the Economic Council of Canada told the nation in September.

In its fifth annual review, *The Challenge of Growth and Change*, which was tabled in the House of Commons shortly after the fall opening of Parliament, the ECC points out that future needs and rapidly changing conditions must be brought to bear on today's decisions. Policy decisions today may not have their main impact felt for several years. Therefore, the ECC advises, to achieve our medium- and longer-term economic goals, the need is for appropriate action now, rather than in the future.

On the subject of poverty in Canada, the Council suggests that there are many highly useful actions that can be undertaken without waiting for the completion of time-consuming programs of data collection and research. It recommends that an attack on poverty be built up in stages, starting with short-run objectives, until more knowledge and information is available.

The overriding need to overcome regional disparities is to take into account the fuller utilization of available resources in lagging regions in the formulation and adaptation of federal policies, the review says "The unavoidable impression that emerges from our review of federal economic policies is that they have exerted a pervasive but inconsistent impact upon the various regional economies."

The Council warns that, by the end of 1967, it has become clear that the economy had fallen short of its goals in a number of significant and troublesome ways. As outlined in its previous annual reviews, the basic economic and social goals explored by the Council include full employment, a high rate of economic growth, reasonable stability of prices, a viable balance of payments, and a sharing in the rising living standards associated with economic growth.

In contrast to the previous six years, the expansion of employment opportunities since early in 1966 has not been rapid enough to fully absorb the large increase in the labour force. Rather, there has been a gradual rise in the level of unemployment.

Real GNP advanced at an annual average rate of 6 per cent between 1961 and 1966. The increase in 1967 was roughly 2.7 per cent, about half the increase in potential output estimated by the Council. The increase in real per capita output in 1967 was only about 1 per cent, well below potential.

During the past two years, productivity, or output per person employed, did not keep pace with the average annual increase of slightly more than 2·per cent a year that would be required to achieve potential output in Canada by 1970. Before the end of 1967, however, stronger and more widespread productivity gains were reappearing.

The Council finds the persistent problem of high rates of increase in prices and costs unacceptable. Consumer prices in 1966 and 1967 increased across a broader front than at any time in the past 15 years. The consumer price index went up 4 per cent in both years. Such increases are inconsistent with the formulation of the goal of price stability, the Council cautions.

Costs have also risen substantially in the past two years. Wage increases negotiated under collective agreements have, on

average, ranged between 8 and 10 per cent a year in the last two years—the highest increases in well over a decade.

In Canadian manufacturing, the significant rise in wage rates in 1967 was accompanied by a very small increase of less than 1 per cent in output per person employed, the review reports. The result was a sharp increase in labour cost per unit of output, and a consequent decline in the profit per unit of output.

The pressure for housing expansion was greatly intensified by the failure to achieve adequate growth since 1964. Housing construction increased sharply during the past year. But further expansion is required, the ECC emphasizes, to ease existing shortages and construct the housing necessary to meet the needs of the next few years.

In summary, the Council prescribes that Canada, over the medium-term future, needs a rate of growth somewhat slower than in 1961-66 but higher than in the last year or two.

Federal Regional Programs

BETTER regional balance should be sought in economic policies, the ECC suggests in its review. The Council proposes two means by which better balance can be achieved. The first is to accelerate the growth of productivity in the lagging regions. The second is to assure the fullest and most efficient use of each region's human and material resources.

Federal programs to overcome regional disparity fail to reveal any comprehensive design for coping with underlying problems of regional imbalance, the review states. In all regions except the Atlantic provinces, the largest proportion of federal development expenditures was devoted to manpower programs. In the Atlantic provinces, the lowest-income region, most of the federal spending was in transportation and other programs, the Council discovered. "But it is not apparent that the Atlantic transportation expenditures have been part of any co-ordinated and conscious design for the acceleration of the region's economic growth."

The ECC proposes a number of guidelines for regional development. These include:

- improving the use of manpower resources;
- raising the level of productivity in each region;
- assuring the adequate expansion of growth-related public services; and
- stimulating innovation, the application of new technology, and the development of new viable lines of economic activity.

The Council has recommended that all federal area development programs affecting the four Atlantic provinces should be co-ordinated within one planning and administrative agency. In addition, it claims that two other steps are required:

- effective central review and appraisal to assure co-ordination in programs among all federal departments and agencies; and
- adequate machinery for joint federal-provincial planning and administration within the area.



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The association between low income and lack of education beyond the elementary level is particularly strong.

Statistical Tables

To meet requests for such further information, the Economic Council of Canada has compiled 20 statistical tables relating to the problem of poverty.

Based on 1961 Census data, the tables estimate the extent of poverty among families and individuals according to such characteristics as age, occupation, education and location. The statistics further illustrate the point made in the Review itself—that a careful distinction must be made between the incidence of poverty in specific groups or areas and the numbers in these groups or areas.

Although these supplementary tables are intended primarily to assist those in research in this field, they are also available to others on request. Those wishing a set of the tables should write to: Don Hanright, Economic Council of Canada, P.O. Box 527, Station B, Ottawa.

The Poor Lack Spokesmen

THE ECC's report describes poverty in Canada as "a disgrace." And it points out that there is more of it than most people imagine.

"One reason for poverty's partial invisibility is that the poor tend to be collectively inarticulate. Many of them lack the education and the organization to make themselves heard."

The Council suggests that most of the people living in the poverty zone are not in the trade union movement, and they have few spokesmen to represent them or give voice to their needs.

If low-income families and individuals are defined as those using 70 per cent or more of their incomes for food, clothing and shelter, they would include single persons with incomes below $1,500, families of two with less than $2,500, and families of three, four and five or more with incomes of less than $3,000, $3,500 and $4,000.

In 1961, about 27 per cent of the Canadian non-farm population was living below such income levels, the ECC estimates. This includes 916,000 non-farm families and 416,000 individuals outside families. This brings the total to about 4.2 million people, including 1.7 million children under 16. An additional 550,000 people from farm families would raise the low-income percentage to 29 per cent of the total Canadian population of that year.

The low-income percentage would rise to 41 per cent of the population, according to a second estimate, which assumes that expenditures of 60 per cent of income or more (instead of 70 per cent or more) for food, clothing and shelter indicates poverty levels. This brings the cutoff point up to $2,000 for a single person, $3,500 for a family of two, $4,000 for families of three and four, and $5,000 for families of five or more.

On the basis of the first estimate, the Council revealed that the incidence of poverty is most likely when:

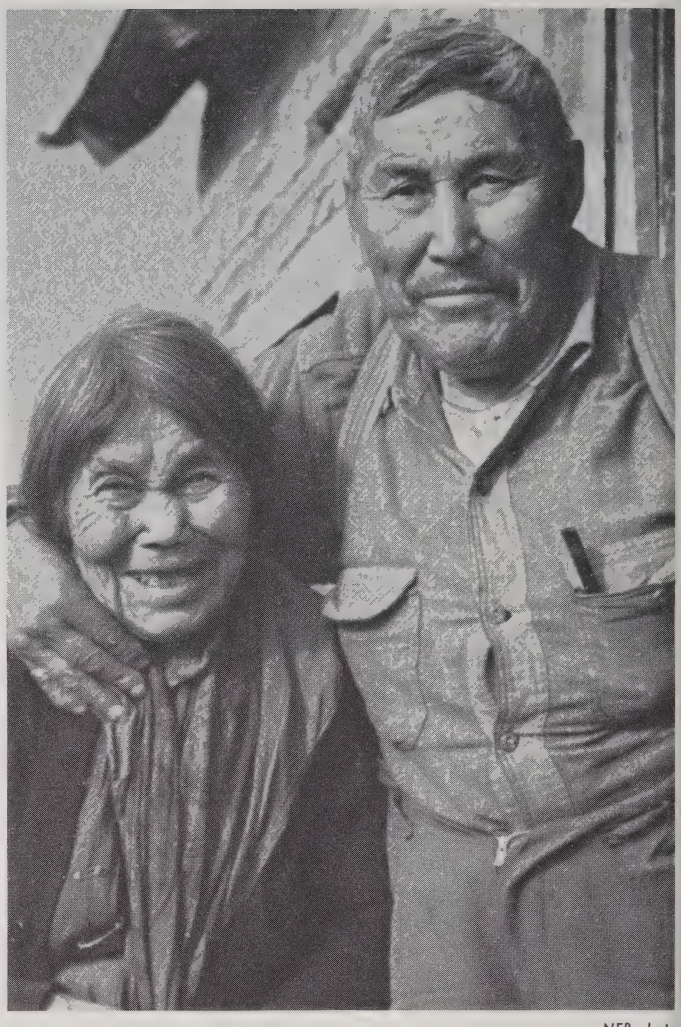
- the family head has no formal education beyond elementary school;
- the family lives in a rural area;
- the family lives in the Atlantic provinces;
- the family head is not in the labour force;
- no member of the family worked during the year;
- the head of the family is 65 or over; or
- the head of the family is a woman.

Yet, the Council finds, of all the low-income, non-farm families in 1961 in Canada:

- 62 per cent were in urban areas;
- 83 per cent were outside the Atlantic provinces;
- 53 per cent were in Ontario and the Western Provinces;
- 68 per cent of family heads were in the labour force for at least part of the year;
- 76 per cent had one or more earners in the family;
- 77 per cent of family heads were under 65; and
- 87 per cent of families were headed by men.

Thus, the Council warns, a set of anti-poverty policies designed to combat poverty in geographical areas of greatest incidence will almost certainly fail. The reason the ECC gives for predicting the failure is that such policies would neglect families that had an insufficiency of income rather than a complete lack of income. They would tend to miss the many pockets of poverty in relatively high-income regions.

"Poverty is not quite the same thing as low income," the review explains. "A statistician would say that there is a very strong association between the two, to the extent that one can often be used as a rough-and-ready substitute for the other. They are not, however, identical. For example, the low-income population of Canada includes a small proportion of people, such as the university student who gets by on $1,500 a year, but does not feel himself irrevocably poverty-stricken—first, because he has a family to fall back on if necessary, and second, because much better income prospects lie a short distance ahead of him.



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No discussion of poverty in Canada can avoid making special reference to the Indian, Eskimo and Métis members of our society.

"Much more serious and more widespread is the kind of low-income situation that carries with it a sense of entrapment and hopelessness. Even the best statistics can only hint at this. They cannot capture the sour atmosphere of poor health and bad housing—the accumulated defeat, alienation and despair that often so tragically are inherited by the next and succeeding generations."

The ECC calls for the attack on poverty to be designated as a major national goal, and to be well prepared and conceived on a comprehensive scale. "It should be presented to the public with a strong sense of commitment, but also realistically. False hopes of easy, short-run triumphs should be avoided, as should that brand of sentimentality that is satisfied to make gestures in the general direction of the poor, without inquiring closely into what such gestures actually accomplish."



NFB photo

Regional imbalance persists, the ECC finds, and emphasizes the need to find "an equitable distribution of rising incomes" and to make full use of available resources in each region.

New Problems

NEW information added to the stock of scientific and technological knowledge has helped raise living standards, the Council reports. But it is has also created new problems, for the growth of industry has outpaced political and social adjustments to life in a highly industrialized country.

The review describes the development of a "science policy" in Canada and suggests some economic considerations likely to be helpful in the future development of science and technology. "Canada should have some areas of scientific and technological work in which the standard is well above the ordinary," the Council recommends. "Governments should help create the conditions in which such excellence will likely appear, recognize it when it does appear, and then back it financially."

Canada this year will spend abour $1 billion on research and development, the ECC predicts. Comparatively, the United States will spend about $26 billion, and the U.S. Government will put up $17 billion of this.

Canada lags far behind the U.S. in university business education, the review points out. The Council called for considerable strengthening of programs in this field. The ECC emphasizes that steps are required to ensure an adequate supply of scientific and technical manpower in Canada, an area in which Canada lags behind the U.S. Better manpower information in this field is required.

The housing industry is plagued by a multiplicity of building codes and regulations that have contributed to inefficiencies and lack of standardization, the review states. "Similarly, there exist major institutional barriers to the control of air and water pollution. Such barriers must be broken down and Canadian institutions reshaped to serve more effectively the goals of society in a technological age."

Agricultural Output

EMPLOYMENT in Canadian agriculture is only half as large as it was two decades ago, according to the Council's review—and the gaps between agricultural outputs per worker in the United States and Canada are widening.

Over the same period, the volume of farm output has increased by roughly 50 per cent. This has resulted in a tripling of output per worker—labour productivity—in the agricultural sector of the economy, the ECC calculates.

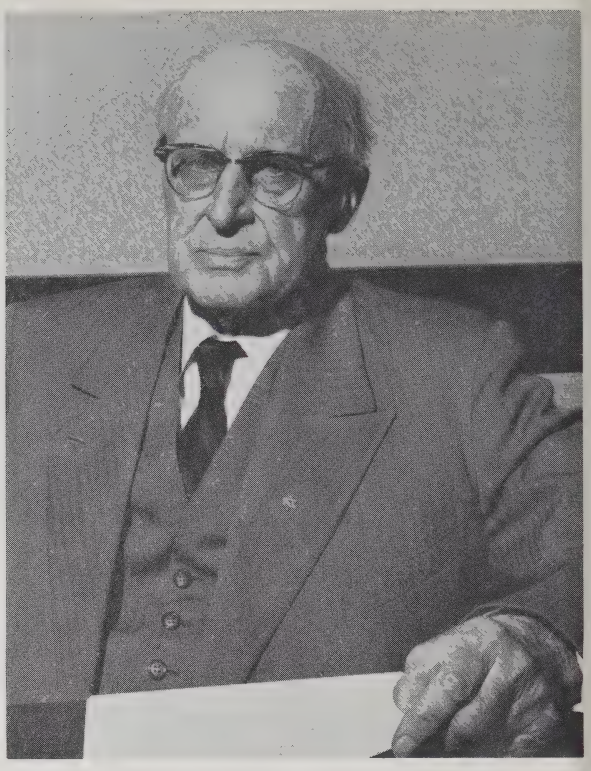
"Canada has achieved a rate of growth of labour productivity in agriculture well above that recorded in other sectors of the economy, and of roughly comparable dimensions to the rate of growth of agricultural labour productivity in the U.S. The substantial disparity between the two countries in the absolute *level* of agricultural labour productivity, however, has widened significantly. Mechanization and yield technology have contributed in nearly equal proportions to growth in the U.S. In contrast, Canada has advanced in the area of mechanization, but has not kept pace in yield technology."

The growth rate of labour productivity in Canadian agriculture is about 6 per cent a year. In terms of net value of production per worker, Canadian farmers produce, on the average, 25 per cent less than U.S. farmers. Two decades ago, the gap in output per worker was around $1,000, the Council notes, whereas today it is more than $3,000.

The review warns that Canadian farmers will have to step up their productivity growth from about 5½ per cent to more than 8 per cent a year in order to catch up to U.S. productivity levels by 1990.

The Council explains the productivity gap in part by pointing out that machinery input per farm worker in the U.S. has been about 30 per cent higher than in Canada. "Probably a much more important part of the productivity gap between the two countries arises, however, from differences in yield technology in both crop and livestock production. Whereas U.S. farmers spent nearly twice as much on yield technology as on mechanization, Canadian farmers spent more on mechanization than on yield technology. This suggests that labour productivity in the U.S. has gained more and reached a higher level as a result of more intensive application of yield technology rather than more rapid advances in mechanization."

Advances in yield technology will not necessarily or automatically solve the problems of Canadian agriculture, the review suggests. The severity of Canada's farm income problems might be worsened by advances in yield technology, unless these go hand in hand with other developments, such as increased mechanization, increased average farm size, expansion of markets, better market organization, and continued emigration from agriculture.



Mr. Justice Ivan C. Rand

Are Twelve Wise Men the Answer?

Labour and management must take a more responsible view of the consequences of strike action on the public and the economy, says Mr. Justice Ivan C. Rand. He has recommended a tribunal and a super chief that would have the final decision on provisions and violations.

THE key issue, and perhaps the most controversial one, in the 263-page report of the Ontario Royal Commission Inquiry into Labour Disputes published on September 5 is the recommendation by Royal Commissioner Mr. Justice Ivan C. Rand that an industrial tribunal be created and empowered to regulate labour-management disputes in the province.

The tribunal in effect would consist of a president and his two deputies, having the status and qualifications of members of the Supreme Court of Ontario, assisted by eight commissioners, all highly qualified specialists in various fields of human and industrial relations.

When requested to do so by the employer or union, the tribunal would have the power to impose arbitration in strikes lasting longer than 90 days, if there was evidence that the party rejecting the award had bargained in bad faith.

At the request of the Government, the tribunal could inquire into all areas of labour-management relations touching on wage matters, hours of work and fringe benefits, and the number of pickets in strikes. On the other hand, the tribunal could modify the restrictions imposed on labour and management by the Rand recommendations.

But higher than the tribunal would be a public officer called the Director of Enforcement, appointed by the Lieutenant-Governor in Council, who would have the final decision on any violation or provision. "His appointment shall be for 15 years; he shall be eligible for reappointment for any period up to the age of 70," Mr. Rand said. "He shall have had a least ten years practice at the Bar of Ontario and some experience in labour relations, and his decision to prosecute or abstain shall be final." The Director may consult with representatives of management or labour as he considers desirable, but he would only be accountable to the Legislature. He could demand and receive all papers and documents from the Labour Relations Board or the tribunal to help him make final legal decisions. His salary would be equal to that of a Supreme Court Judge.

Mr. Rand believes that labour and management have reached a stage in which they have to consider the consequences of strike action on the public and on the country's economy. He contends that there is no justification for strikes in the fields of public employment. Arbitration has proved reasonably satisfactory in the protection of workers' rights, he believes, and should not be condemned because it is mandatory.

A strike in the public service is directed against the public, he said, and public employees must expect to be penalized for this irresponsible behaviour.

"When individuals or groups voluntarily undertake [public] responsibilities, they enter a field of virtual monopoly. The community cannot secure itself against rejection of those responsibilities by maintaining a standby force which itself

Continued on page 688

Dream or Reality?

Opinions expressed at a one-day conference on the Rand Report in Toronto ranged from cautious approval to outright hostility, but the meeting failed to attract management spokesmen.

IT'S "utterly wrong in principle and impractical in application," it's too "legalistic," it's "a serious attempt to find a new approach," and "those critical of it are hiding their heads in the sand." What is it? The Rand report. And these are some opinions expressed about it during a one-day conference in Toronto sponsored by the University of Toronto's Centre for Industrial Relations.

Ten lawyers, three union leaders, one businessman and two academics who specialize in industrial relations spent the day discussing the report, but the last speaker chastised the others for talking all day "as if the report were already a piece of legislation." J. C. Adams, general counsel for the Central Ontario Industrial Relations Institute said that Mr. Justice Ivan C. Rand "is trying to stimulate thinking," Mr. Rand wants you to see "that something is amiss in the collective bargaining system."

The over-representation of lawyers at the conference was caused by the refusal of management and one union leader to participate. John Crispo, Director of the Centre, said that he was discouraged by the unwillingness of some on both sides for not wanting to discuss the report. He told the audience of more than 300 that Mr. Rand wanted to provoke discussion so that the best solutions to industrial relations problems could be found.

Noting management's failure to discuss the report, William Mahoney, Canadian Director of the United Steelworkers of America, said that it was a good tactic, "but irresponsible in terms of the public." Mr. Mahoney said that the failure of the Rand report was that it takes free collective bargaining out of the hands of the parties involved and gives it to a tribunal that would have the power to enforce its decisions.

Mr. Rand ignores reality, he said, and thinks that "some powerful union boss" pulls workers out on strike and keeps them on strike. In fact, he said, union leaders spend 90 per cent of their time trying to avoid strikes.

Calling the report Mr. Rand's "dreams from the bench," Mr. Mahoney said that the tribunal with its "mystical powers" may be able to force the parties to bargain in good faith, but he doubted that there were enough men of "all-seeing wisdom" to make up such a tribunal.

Charles Perrault, President and General Manager of Casavant Frères Ltée, of Ste. Hyacinthe, Quebec, said that he too had serious doubts about some parts of the report and "their practical application." Union leaders, he said, aren't all "sadistic, cruel, grasping and Machiavellian . . . fortunately these characteristics don't exist among management."

He said that there is no workable alternative to the strike in the private sector, but he agreed with Mr. Rand's recommendations on picketing.

In the public sector, strikes are not a satisfactory way of solving problems, he said. Citing the Montreal transit workers' strike of last year, Mr. Perrault claimed that the unions had done themselves "irreparable harm" and had hardened public opinion against them.

The Rand report would codify case law, said Martin Levinson, a Toronto lawyer. It wants a legislative framework for judicial decisions that have been handed down. Mr. Levinson said that Rand is saying to labour: you accept all of those decisions, let them be put into legislation and we'll give you something relating to the status of strikers.

Speaking about Mr. Rand's arguments on picketing, Mr. Levinson said that unions should have the right to organizational picketing. This was supported by A. Main, Business Manager of the Toronto Building and Construction Trades Council. Mr. Main said that unions can't always rely on regular certification procedures, because some construction companies change their names so that collective agreements are dead, and others make two bids on a job—one if they used union labour and another if they used non-union labour.

The public isn't satisfied with the "ritual of bargaining, conciliation and strike," said S. Dinsdale, Q.C., of Mathews, Dinsdale and Clark, Toronto. He said that the report does not represent a complete departure, but only an evolution from the situation as it stands today. Some trade union leaders "are among the most reactionary in society" and are opposed to change simply because it is change, he said.

Mr. Dinsdale did agree that some recommendations dealing with the tribunal's powers are unrealistic. But he thought that unions should be legal entities so that they could be sued, and that governments should enter the scene when there is violence, damage and violations of the law.

Ian Scott, a lawyer who represents labour, said that most strikes are not a matter of public concern. When told by a member of the audience that the public was fed up with the situation, he said, "that's tough on the public." The public interest isn't involved in every strike, he said, and because the public may be inconvenienced, it doesn't mean that the public has the right to intervene in a dispute through a tribunal.

Mr. Scott said that he realizes some companies may go out of business and some unions may go bankrupt, but he's prepared to pay that price except in situations where the public is directly concerned.

"There's too much selfishness on both sides," said J. C. Adams. He criticized both labour and management for still bargaining as they did 25 years ago, as if one dispute is the only reason they are brought together. The parties involved in a dispute should look to the whole economy, Mr. Adams said, and both sides should re-examine their objectives.

"Is an annual raise a practical objective? Why not monthly or every two years? There must be a way of improving the general welfare instead of piling increase on top of increase." He told the unions to act as if all people were union members and concern themselves with income and price stability.

Mr. Rand is just as impractical today as he was 20 years ago, when the Rand formula was developed (L. G., 1946, p. 123), Mr. Adams said. Most of those ideas were discarded. He observed that, although the Rand report is good in some respects, it pays too much attention to minor matters.

Report Into Labour Disputes

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would be open to similar freedom of action. Our society is built within a structure of interwoven trust, credit and obligation. Good faith and reliability are essential to its mode of living, and when these obligations are repudiated, confusion may be the harbinger of social disintegration."

Mr. Rand chastised striking teachers, saying that their object was "to coerce concessions from the public through taxation by the deliberate throwing into disorder of an essential public function; denying to our children the training that is vital to the cultural standards of our civilization."

Teachers and all workers had the fundamental right to withdraw from any service if the terms were unacceptable, he said, "but the substance of a strike in any employment is the insistence of retention of membership in it, and at the same time the demand that terms be met."

Mr. Rand firmly believes that teachers should be suitably remunerated, but considers it undemocratic of them to compel the public to submit to their arbitrary demands.

The report recommends that the Government be empowered to designate any industry, business or service as essential and to ban a strike or order a resumption of work. The declaration by order of the Lieutenant-Governor in Council, could be made before or after a strike. If the dispute is not settled by negotiation, it must be referred to the industrial tribunal for arbitration. And the tribunal would have the power to limit the strike ban to a section of the industry or service concerned.

Mr. Rand has attempted to modify the present activities of employers and unions in strike situations. At the heart of the strike issue, he believes, are the status of the strikers, the hiring of replacements, and the action of strikers who take other employment. One of his proposals would restrict the right of employers to hire permanent replacements for strikers, and prohibit their employing non-union workers to take their place. It would, for instance, be deemed illegal for white-collar workers to take the place of striking production workers, unless they were normally associated with production work.

Mr. Rand would permit employers to hire replacements from the ranks of the unemployed, but he would also protect the jobs of the strikers, unless they take other than casual work. He believes that the role of the strike may be frustrated if strikers take other employment, for the strike could then continue beyond reasonable limits of time.

"It is unfair, moreover, for a striker to accept employment to the exclusion of an unemployed person, especially where the latter is, by labour attitude and action, treated as a violator if he seeks the place of a striker."

But he would permit an employer to engage a full-time substitute for a striker who is guilty of misconduct or who takes regular employment. Both employers and unions, however, would be permitted to apply to the tribunal for a modification of these rules.

Mr. Rand proposed protection against dismissal for workers with seven years service, unless there was proof of just cause. Workers with less than seven years service, but more than three years, would have to be given notice of not less than three months. Under three years, but more than a year, the notice would be not less than one month.

Mr. Rand had recommended the virtual elimination of the ex parte injunction. He criticized the use of affidavits, and suggested that, except in an emergency, notice should be given and all evidence presented orally.

The nature of picket misconduct justified its inclusion under the terms of the Judicature Act, Mr. Rand said. For every trespass or civil wrong there is theoretically a corrective legal action; but when trespasses and civil wrongs continue and run together, they become a state of persistent defiance, and the legal remedy is wholly inadequate. At this stage, the use of the injunction is a necessity.

Mr. Rand pointed out that, in many cases of misconduct on the picket line, the use of the injunction was much less objectionable than calling on the police. "It is a notice in civil law that certain conduct is unlawful and prohibited, and why effective police action is thought to be preferable is hard to understand. That action at once associates strikes with apparent criminality; and the economic conditions of organized labour in Canada today exclude any role of martyrdom."

Mr. Rand pointed out that there appears to be a reluctance by police to interfere in what may seem to them to be only a civil dispute between employees and employer.

"In towns and small cities, there may be such close and intimate personal acquaintance between police and inhabitants as tends to strengthen that reluctance," he said. "At other times the police force may be inadequate in numbers. What seems to be required is a clearer understanding of the acts forbidden by law, whether Dominion or Provincial, and a keener appreciation of police duty, regardless of personal relations or of the nature of disputes which give rise to unlawful conduct."

Mr. Rand has recommended that the Right of Labour Act be repealed and that unions be made legal entities. His report calls for the Labour Relations Board to conduct a mail ballot of all employees of a bargaining unit on the question of ratifying or rejecting an agreement where membership ratification is required under the union constitution. Most ratification votes are taken by secret ballot, but usually at a union meeting where they are confined to those in attendance. A joint summary of the terms of settlement or the terms offered and rejected would accompany the ballot.

Another recommendation would prevent interference in Canadian settlements by international unions outside Canada.

He suggested also that the tribunal be empowered to take a mail ballot on the continuation of a strike after 45 days, if the striking employees issue an application of approval to this effect.

Mr. Rand has proposed a change in the requirements for obtaining a certification vote from employees working in remote areas. Union representatives would be given the right to enter formerly forbidden areas, such as logging and mining camps, to canvass employees during their off-duty hours. And for the purposes of obtaining a vote, evidence of union membership would be reduced from the 45 per cent that now applies, to 30 per cent for employees in remote areas.

Mr. Rand stresses the need for labour-management consultation. He believes that the general failure of consultation between management and union can be attributed to the exaggerated emphasis put on the adversary rather than the partnership concept.

"The protagonists of management and labour will benefit by liberating themselves from the shackles of unexamined words and shibboleths," he said. "Consultation is for men who are conscious of their social responsibilities and their biases, as well as of their interests; that the two functions in production and services are complementary; and that the terms of their relationship are in this era matters of vital importance to the public."

Mr. Rand expressed the hope that his recommendations would confine legitimate economic pressure to the employer and the union involved in a dispute, and induce the parties to reach an agreement with minimum disruption of their normal working activities. And he pointed out that his recommendations were not to be considered a package deal to be either accepted or rejected en masse. "Many of the items," he said, "are quite independent of the others."

At the 100th TUC Convention

Safeguarding Workers' Rights

The rift between the TUC and the Labour Government is growing. Disenchanted British workers urged the TUC to get tough with the Government. They rejected the wage-brake policy in favour of their own voluntary plan. And even the behind-the-scenes efforts of Productivity Minister Barbara Castle did little to spread oil on the troubled waters.

DEMANDS for the repeal of prices and incomes legislation in Britain stood in centre stage at the centenary convention of Britain's Trades Union Congress in September.

In a 7-to-1 vote, delegates to the convention of the 8.7-million-member TUC agreed to serve notice on Prime Minister Harold Wilson's Labour Government that they want no part of his austerity policy for curbing wages and prices. The adverse vote came just 25 days before the Labour Party held its own annual convention at Blackpool, the same resort town in which the TUC delegates were meeting.

In his keynote address, TUC President Lord Wright of Ashton-under-Lyne kicked off debate on the wage control issue. He warned that the Government might lose the support of organized labour in Britain if it did not loosen its austerity rein on wage increases.

(Under present legislation, passed by Parliament this year, the Government has the power to defer major wage increases for one year, unless they are tightly linked to rising productivity. Another provision of the law limits pay increases to a maximum of 3½ per cent a year. The unpopular measure is designed to conserve resources for export and stabilize Britain's balance-of-payments crisis.)

Lord Wright said that the Congress approved of the Government's intentions to try to restore Britain to solvency, but it disagreed with its methods. Almost the entire burden was being thrown on the workers by limiting wage increases to 3½ per cent, he asserted. This was interference with the workers' rights of collective bargaining, Lord Wright charged, and added: "The Government cannot succeed without carrying with them the workers and their unions."

The resolution censuring the Government was sponsored by Frank Cousins, Chairman of the 1.5-million-member Transport and General Workers' Union—Britain's largest—who quit as Prime Minister Wilson's technology minister in 1966 over policy differences. In a system of block voting, about 1,000 representatives of 160 British unions cast votes amounting to 7,746,000 for and 1,022,000 against in the unit ballot on the resolution demanding government repeal of the legislation to curb wage demands. Not one of the speakers at the convention defended the Government measure.

The Congress passed by a hair-thin majority another resolution pledging support for the TUC's own policy of voluntary curbs operated by the TUC itself to regulate pay hike demands, in co-operation with the Government. The motion stated that a voluntary incomes policy was "the only feasible alternative to growing legislative interference in the field of wages negotiations, and the fairest and most acceptable way of removing the anomalies and injustices inherent in our wages structure." The margin of votes approving the motion was only 34,000.

The first part of the voluntary plan was narrowly approved at a conference of union executives at Croydon earlier this year. The next stage of the voluntary policy will include discussions with groups of unions concerning the possibility of synchronizing wage claims. Lord Wright urged the delegates to the convention "to try to persuade the unions to find a common positive policy; and I think it reasonable to expect each union to recognize that it has obligations to other unions—which means more than coming together to pass generalized resolutions. If our movement be fragmented and opportunist, then we shall have to reckon with attempts by governments to curb the freedom of the movement to make up its own mind."

The skimpy majority supporting the TUC's own plan for

voluntary curbs on demands for wage hikes was eked out only after an urgent appeal by veteran TUC General Secretary George Woodcock. "There is no future in getting into fights with governments in the kind of world in which we live today," he warned. "In the long run we have to live with governments."

Mr. Woodcock thought that the Government, concerned as it was with short-term problems, relied too much on its incomes policy. There were other ways of reducing costs, he said. "To us, an incomes policy is a contribution to the whole business of collective bargaining in a modern industrial society. What we want in this country, what we need, is better order, a more methodical, more sensible, more just system of collective bargaining and wage settlement."

The Government looks upon the voluntary wage restraint policy as an integral plank in its own policy to limit wage increases by voluntary co-operation, if possible, but by legal enforcement, if necessary.

One issue threatening to divide the Congress was the proposed national strike by 1.2 million engineering workers. The Amalgamated Engineering and Foundry Workers' Union's committee voted 31 to 30 to hold a national strike, starting on September 23, in support of demands for a minimum pay increase of 30 shillings ($3.90 Can.) a week and three weeks annual vacation.

The Union took the decision to call the strike without waiting to consult the 29 smaller organizations in the engineering industry. Hugh Scanlon, leader of the AEF, had the support of Mr. Cousins. Their policies were threatening to break up the Confederation of Shipbuilding and Engineering Unions, the *London Times* reported in an editorial. "These two rogue elephants at Blackpool," said the *Times*, were leading the attack on the TUC's policy to destroy the authority of the Congress—"a tragic way of celebrating the TUC's centenary."

If the engineering strike took place, or if it was bought off at exorbitant cost, the damage to Britain's economy could be immense, the labour pundits predicted. At best, the hope of restoring the country's balance-of-payments position would be long delayed.

Subsequently, the leaders of the 30 unions in the Confederation, representing a total of three million engineering workers, postponed the calling of the strike until October 21. The delay was made to enable unions to poll their members, if they wished to do so. The three largest unions—the AEF, the TGWU and the National Union of Vehicle Builders—intended to proceed with the strike threat without polling their members' opinions. At press time, efforts between the unions and the Department of Employment and Productivity to call off the national strike were unsuccessful.

One of the most prominent visitors to the convention was Mrs. Barbara Castle, Secretary of State for Employment and Productivity.

She had not been invited to speak and she did not stay long. Right after the TUC disavowed the Government's wage-brake policy, Mrs. Castle, who has a reputation for not taking criticism sitting down, called a press conference to say that the Government would not change it.

Observers noticed that her mingling among the crowds lasted longest with leaders of the engineering union that had threatened to stage a national strike. Mrs. Castle conducted several meetings with them, and she asked questions in great detail about the union threat, and about the negotiations that have led to the present deadlock in the engineering industry. Although there was no announcement of any success in her behind-the-scenes attempts to steer off the strike, labour observers believed that the strike would somehow be averted.

Lack of effective communication between union and management groups in Britain angered many trade union leaders attending the convention. Their dissatisfaction prompted them to submit resolutions to the central body designed to strengthen labour-management consultations.

Union officials often found it extremely difficult to get in



British Official Photograph

Rt. Hon. Mrs. Barbara Castle

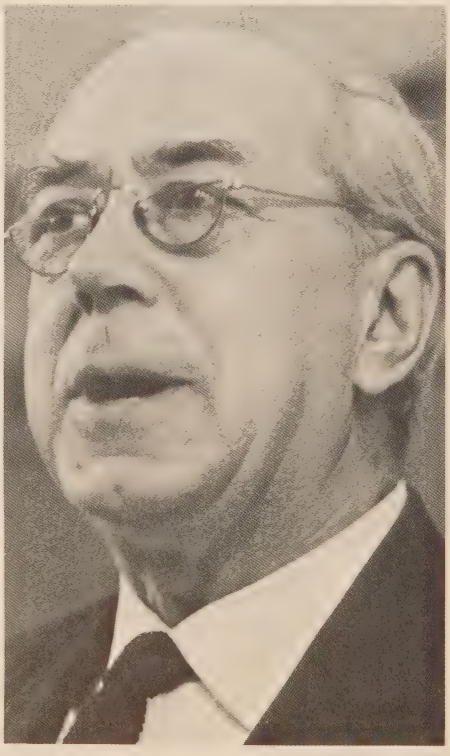
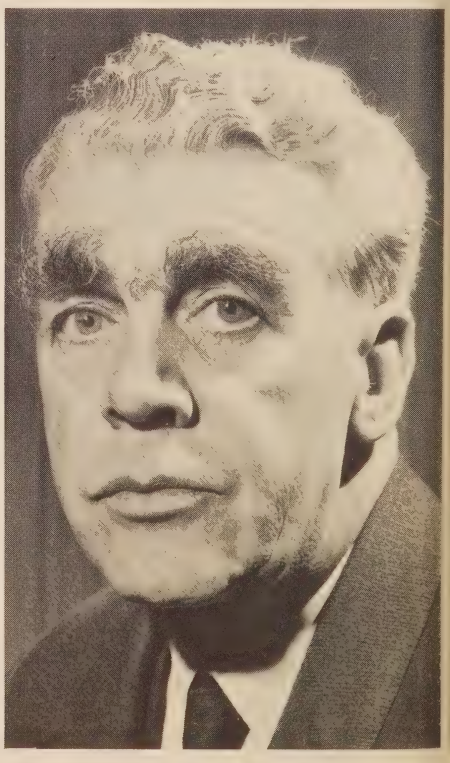


Photo by Murry Mosher—Photo Features

Lord Wright



British Official Photograph

George Woodcock

touch with senior management of foreign-based companies setting up new factories in Britain, L. F. Edmondson, AEF, told the conference. He moved a resolution calling on the Government to make it a condition that the new conglomerate corporations moving into Britain recognize the British trade union movement and the rights of organized workers before they are allowed to operate in the country.

"We could quote several countries that have established factories here, and where we have experienced difficulty in obtaining recognition," he said. Only a year or two ago, the Caterpillar Tractor Co., which is American, had come to the west of Scotland. They refused to recognize the right of the AEF or any other union to negotiate on behalf of workers. This had led to a strike of 1,200 trade unionists lasting 13 weeks. Before the dispute was settled, 600 workers at another British factory of the same company had been called out, he said.

G. H. Doughty, Draughtsmen's and Allied Technicians' Association, said that a long list of foreign conglomerates, some with household names, could be cited as having refused to recognize trade unions in Britain. Some of these had established themselves in Britain with assistance from the Government. Business mergers and regroupings of companies in Britain is causing increased unemployment, union leaders charged. Much of the criticism centered on lack of consultation before merger plans were announced.

A resolution before the TUC demanded action through the Industrial Reorganization Corporation to secure more safeguards for workers. As a result, the Congress will now insist on more "public accountability" by the IRC when its funds are used to underwrite mergers. It will also press the Government to insist that when the IRC is involved in negotiations of this kind, one of its tasks will be to ensure that the job security and career prospects of workers are not damaged.

Alfred Roberts, General Secretary of the National Union of Vehicle Builders, spoke of 46 closures of vehicle firms in the greater London area, in none of which had there been prior consultation with the unions.

Leslie Buck, General Secretary of the Sheet Metal Workers Union, said that, because unions were not being involved at the planning stage of mergers, their role became simply a defensive one to safeguard the position of members after closure decisions had been taken.

A resolution calling on the Government to take positive action to implement equal pay for women within two years was carried without dissent. An amendment to the resolution, which was opposed by the general council, called for worker action to achieve the aim immediately. Despite appeals from the general council, the delegates overrode their leaders and carried the amendment, which could mean strikes and slowdowns in industry.

A delegate from the National Union of Bank Employees, L. A. Mills, in seconding the motion, said that there were almost nine million women employed on a full-time basis in British industry. In the manufacturing industry, more than a third of the working force was female; in distribution it was almost half, and in the banking industry, it was more than half. Today women represented 37 per cent of the labour force, he pointed out.

The amendment was moved by Joan O'Connell of the Draughtsmen and Allied Technicians' Association "There is nothing more revolting than the annual spectacle of women coming onto the platform to beg support for equal pay. It ceases to be funny," she said.

The trend toward rising unemployment angered many of the delegates to the TUC convention. They reproached the Government for its failure to reduce unemployment in the country, and warned it to act quickly to reverse the trend, if they wanted productivity deals to continue.

Introducing the General Council's economic report, Sidney Greene, Secretary General, National Union of Railwaymen, declared, "Unless we get back to full employment, our people are not going to co-operate in getting the higher productivity that everybody wants, because they know that the people will simply be working themselves out of jobs." His message to the Government was: we need you, and you need us.

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A Precedent in Every Action

What can labour and management expect from the Government in the field of labour relations? Some thoughts from Labour Minister Bryce Mackasey.

Restrictive labour legislation, if it must be introduced in the House of Commons in the future, will limit not only the rights of labour, but the rights of management as well.

This announcement was made by the Minister of Labour, Hon. Bryce Mackasey, when he addressed the House on September 19 during the debate on the Speech from the Throne.

Mr. Mackasey added that such legislation in the past "inevitably has worked against the best interests of labour, and has come down on the side of management."

Outlining his philosophy regarding labour and labour unrest in Canada, the Minister told the House: "The Government knows that each action produces a precedent and a basis that will influence future actions and attitudes. It upholds the philosophy underlying the collective bargaining process."

He reported that, during his recent visit to Europe, the Polish labour minister told him that there are no strikes in Poland, Russia, East Germany or any country behind the iron curtain. Observed Mr. Mackasey: "Strikes are one of the penalties, one of the inconveniences that a free society such as ours must accept periodically."

Legislative action, he said, should be delayed as long as there is a glimmer of hope for other ways of settlement, and as long as the national welfare is not threatened on a broad scale. The Minister added that he "would rather be criticized in this House for being too slow to take away the legal rights of hard-working Canadians than complimented for being quick to do so."

Mr. Mackasey said he was tired of hearing that the Department of Labour reacts rather than leads. "The department is most vitally concerned and is constantly taking every step open to it to bring about settlements that will be just to the worker." Of the 100 collective bargaining disputes coming under federal jurisdiction and referred to the department up to September this year, he said, 93 were settled without strike. "I think that that is an excellent record of which the Department of Labour and labour movement can be proud."

Speaking of the recent grain handlers' strike, he said, "I think that that strike shows in a classic way the problems that the Department of Labour and government are faced with in strikes of considerable magnitude."

The Minister stated some of the main factors that the Government must consider before stepping in: "Has the legal collective bargaining process been completely exhausted by the parties? What are the long- and short-term effects of the continuance of the strike? Are alternative services possible and operating? Is there any real hope of a settlement being reached by the parties involved, and if so, at what time and how? Is there any physical suffering as a result of the stoppage? Is the safety and health of citizens imperilled, or is the security of the country undermined or weakened?"

There is no foolproof formula, Mr. Mackasey said, to indicate when a government should intervene. If the grain handlers strike had not been settled when it was, he would have been prepared to ask Parliament to order the workers back to work and to impose compulsory arbitration. But he also would have established an inquiry into the "whole operation of grain handling in the West, to determine if management could afford the wages asked by the strikers at the Lakehead."

Defending himself against charges from the Opposition and newspapers that he should have intervened earlier, the Minister said, "Not one single grain sale was lost as a result of the strike. Not one market was jeopardized or one commitment not honoured." But he admitted that a new factor did change the strike into a national emergency—the condition of the ripening grain harvest. Drying facilities at the Lakehead were needed to make the new crop saleable and to assure that its quality would not deteriorate.

The Minister emphasized that the "most fundamental point to the whole free collective bargaining process" is "the will to settle a strike, the will of both parties, the desire of both parties to avoid strike action." This will is the pre-eminent factor no matter how rules are streamlined, or how the department's facilities are upgraded, or how the IRDI Act is updated, or what legislation is imported from another country, or how many "eminent jurists prepare briefs and hold hearings."

Increased productivity in Canada depends on this good will and co-operation, Mr. Mackasey continued. "The day has long gone by when management can consider labour as a necessary evil, and labour can consider management as something intolerable."

Labour also has a role to play on behalf of the non-unionized worker. "Seventy per cent of the labour force has no official spokesman," the Minister observed. "Who speaks for them in this House? These people have a right to share in the free society. Organized labour has a moral obligation to these people. It has an obligation to co-operate with management just as management has a moral obligation not to treat workers as slaves. Government, labour and management can increase productivity and make the just society possible."

The Strike by The Grain Handlers

A two-month strike of grain handlers at the Lakehead ended on September 12 when, in response to direct intervention by Hon. Bryce Mackasey, federal Minister of Labour, the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and the 10 Terminal Elevator companies agreed to a settlement that had been proposed earlier in the day by the Minister. The grain handlers voted on September 14 in favour of the contract.

The settlement, which affected some 1,200 grain handlers, brought a wage increase of $1.05 an hour over the three-year period from January 1, 1968 to July 1, 1970, and an agreement to take other issues to arbitration—among them, uniform wage classifications and the impact of technological and operational changes.

The previous agreement expired on December 31, 1967, and a conciliation officer who had dealt with the dispute earlier recommended that a conciliation board be established. R. A. Gallagher, Q.C., of Winnipeg, was appointed by the Minister as chairman of the board, and J. W. Healy, Q.C., of Toronto, and J. S. Wells, of Montreal, were nominees of the company and union, respectively.

The board report was released to the parties on July 2. On the issue of wages, the chairman recommended 70 cents an hour over two years, the union asked for $1.06 an hour over two years, and the company suggested 55 cents an hour over 30 months. The union rejected the companies' offer and the strike began on July 18.

On July 29, the Minister appointed D. S. Tysoe, Chief Conciliation Officer, Pacific Region, as mediator to bring the parties together in a further effort to settle the dispute. Mr. Tysoe met constantly with the parties in Port Arthur throughout the month of August and early September. After the mediator reported that negotiations had broken off, the Minister announced on September 6 that he had requested the executives of the companies and the union to meet with him and members of his Department in Ottawa on September 9. Mr. Mackasey emphasized that he was not interested in interfering in the normal process of free collective bargaining. "I do not think, however, that enough progress has been made in narrowing the points of difference in this dispute, particularly in view of the fact that the strike is now almost two months old," the Minister said. "By bringing the two parties to Ottawa, where I can have personal discussions with them and where the full resources of the Department of Labour are immediately available, I hope the points of difference can be narrowed and a formula for settlement developed."

After marathon mediation sessions, conducted by W. P. Kelly, Director of the Conciliation and Arbitration Branch, and Mr. Tysoe, an agreement was reached at approximately 5.30 a.m. on September 12, terminating the strike. And the memorandum of settlement provided that several outstanding issues would be referred to voluntary arbitration. A board of arbitration has now been established. S. E. Dinsdale, Q.C., of Toronto, was the companies' nominee, Douglas Fisher, of Stittsville, Ont., was nominated by the union, and Dr. W. J. Waines, of Ottawa, was appointed chairman.

Mr. Mackasey paid tribute to the degree of responsibility shown by both negotiating groups and expressed appreciation for the mediation services performed by Mr. Kelly and Mr. Tysoe.

The Minister said later in the debate on the Speech from the Throne on September 19 that not a single grain sale was lost as a result of the strike, nor were markets jeopardized or commitments unhonoured.

Other issues to be brought before the board of arbitration include efforts by the companies to increase the maximum number of overtime hours worked; management proposals to change the basis for vacation credits; and company opposition to a conciliation board recommendation to bar non-union members from work normally performed by union employees.

Wage Schedules Prepared In August

During August, the Department of Labour prepared 286 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 229 contracts in these categories were awarded. In addition, 203 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Department of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	63	$201,727.00
Post Office	7	932,393.00
R.C.M.P.	3	220,424.10

During August, the sum of $8,352.09 was collected from 20 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 276 workers concerned.

Job Want Ads Listing Sex Banned in U.S. Newspapers

Employers in the United States may no longer specify a preference for men or women when advertising jobs in U.S. newspapers.

The U.S. Equal Employment Opportunity Commission said that after December 1, listing jobs in columns under separate male and female headings will be considered a violation of the 1964 Civil Rights Act because it discriminates on the basis of sex.

Safety Isn't Just Pep Talks and Posters

Neither education nor regulation are effective alone. Practical regulations, properly administered, serve as a basis for an effective safety program, says W. A. Martin, Chief, Accident Prevention Division, Canada Department of Labour.

"Safety posters, pep talks and snappy slogans" used as the first line of accident defence and "the blind devotion of many safety administrators to the letter of the law" have come in for criticism from W. A. Martin, Chief of the Accident Prevention Division of the Canada Department of Labour.

Speaking to the annual meeting of the Canadian Association of Administrators of Labour Legislation, in Toronto (L. G., Nov., p. 640), Mr. Martin said, "Neither education nor regulation are fully effective by themselves, and this should be appreciated when regulations are being developed." Education helps, but without regulation it isn't enough to change many improper attitudes, work methods, equipment designs, plant layouts and environmental conditions that determine the degree of accident risk.

"Practical regulations properly administered can provide a good basis for continuing, constructive communication and understanding between the employer, the employee and the safety authority concerned, and serve as a framework for the development of an effective and comprehensive safety program.

"It does not serve the best interests of the employee to insist on his behalf that a super level of safety be imposed at a prohibitive cost to the employer, because, to a significant extent, the best interests of the employee are related to the best interests of the employer." It's not easy, said Mr. Martin, to balance the safety interests and general interests of any employee, but the success of safety programs depends on the ability to be right in this judgment most of the time.

Development of practical safety regulations requires that the nature and scope of the situation be fully identified and understood. "It is not possible to anticipate all of the variables that may affect a hazardous situation, and of those that can be anticipated it may, in the interests of simplicity, be necessary to take into account only those factors that are of major importance. To do otherwise could result in such complex regulations that they would be impossible to administer." But if safety regulations aren't specific enough, Mr. Martin said, they can be loosely interpreted and cause misunderstandings.

"Lawyers, in their zeal to produce safety regulations which are legally sound, are sometimes guilty of oversimplifying them or of adjusting them to suit their own interpretation of the hazardous situation." Resulting regulations may hold up in court, but because they may not be fully realistic, they aren't practical and give rise to misunderstandings.



W. A. Martin

The legal aspect can't be ignored, Mr. Martin said, but if regulations are practical and administered properly, there should be few prosecutions. "Prosecution should only be used as a last resort, not as a general practice."

The assumption must be made that regulations will be administered by persons competent in the field to which the rules apply. The administrator need not be an expert, but he must understand the meaning of the regulations and ensure that the desired degree of safety is attained under a wide variety of circumstances, he said.

Fear of regulations often arises when they are applied to the letter, and "from the unreasonableness of many regulations when applied in this manner." We should try to ensure compliance with the spirit of the law, Mr. Martin said, and to encourage progress, not to restrict it.

"To illustrate this point, let us assume that the factor determining the thickness of a steel shield is its resistance to puncture by projectiles. It would be unreasonable to require that the same thickness of plate be used in two different plants if it could be proved that the projectiles in one plant had half the penetrating power of those in the other plant, or if it could be demonstrated that the design of one shield provided much better puncture resistance than the other; and yet there are many examples of administrators of safety regulations insisting on the same shield thickness in all cases.

"There are also cases where safety shields or other safety devices have been prescribed long after a change in the operation had eliminated the hazard. The inspectors in such cases did not understand the real purpose of the regulation."

To develop practical regulations, Mr. Martin suggested that the proposed rules be submitted for written comment to as many people as possible who will be

Continued on page 720

50 Years Ago

From the Labour Gazette
December 1918

he armistice was signed in
ovember 1918, and 400
anadian war workers and
eir families in Britain were
iven free passage home.
he United States and Brit-
n were doing something
bout the housing crisis.

The signing of the armistice during No-
mber was greeted with mixed emotions,
ported the LABOUR GAZETTE of December
18. Hundreds of munition workers lost
eir jobs, but many of them found em-
oyment with other industries.

And the postwar labour scene had a new Minister of Labour. On November 7, the Honourable Gideon Robertson was sworn in, succeeding Hon. T. W. Crothers who had resigned because of ill health. The new minister had been a prominent labour leader associated with the Order of Railroad Telegraphers.

About 400 Canadian workmen and their families who had gone to Great Britain in the summer of 1915 were being offered free passage home. They were part of an original group of 2,000 labourers recruited among the unemployed by a British Mission. The other 1,600 had returned at various intervals during the three-year period.

A Prof. McBain of Columbia University told a reconstruction conference in Rochester, N.Y., that aid to the unemployed during the postwar transitional period would obstruct rather than aid the work of rehabilitation. He suggested the expansion of public employment bureaus with legislative support for labour unions advocating collective bargaining.

At the same conference, Richard S. Childs, of the United States Housing Bureau, stated that the Government had erected more than 30 garden villages for industrial housing purposes at a cost of more than $50,000,000. He intimated that the houses, which were permanent structures, would probably be sold to individual tenants or organizations of tenants for about 75 per cent of their original wartime cost.

And paving the way for the advent some 50 years later of unions within the public service, Dr. Charles Beard, late of Columbia University predicted "increased governmental functioning, resulting in an increase of public employees." He said these employees should have the right to organize into unions and strike if necessary.

The Department of Labour played fairy godmother to a destitute West Indian family of a deceased workman living in St. Vincent, W.I. The man had originally come to Canada to enlist, but was found to be physically unfit. He took a job with a New Brunswick firm and subsequently died when an emery wheel exploded. The Acting Governor of the Island then wrote to the Minister of Labour requesting help for the widow and her seven children. The Department wrote to the employers and the Assurance Company only to discover that, under the Workmen's Compensation Act of New Brunswick, there was no legal liability on the part of the employers to pay compensation for the man's death as his dependants were not residents of Canada and his own negligence had contributed to the fatality.

Under the gentle persuasion of the Department, the employers expressed their willingness to provide a gratuity for the widow and children and ultimately the sum of $500 was forwarded by the Minister to the family, who bought a plot of land to cultivate and built a frame house.

Later that year the Workmen's Compensation Act in New Brunswick was changed by legislation to provide compensation to dependants of deceased workmen living outside the province, if similar laws were in force in the province, state or country where they lived.

To get a woman's eye view of housing construction, the British Ministry of Reconstruction authorized their Women's Housing Subcommittee of the Advisory Housing Council to visit model homes erected by the Ministry of Munitions and comment on plans submitted by the Architects' Committee.

After the Subcommittee had inspected the plans and the houses, it concluded that every house should have a minimum of three rooms on the ground floor, living room, parlour and scullery (kitchen), as well as a larder (pantry), and three bedrooms on the second floor with a separate bathroom. They agreed with the report of an Advisory Committee on Rural Cottages that the desirable size for a bedroom was a minimum of 500 cubic feet for each adult and 250 cubic feet for each child under 10 years of age. The living room should be as large as possible and have a good view. They believed there should be a regular and efficient hot water supply both for the bathroom and the scullery, but they were not quite ready to recommend any particular scheme. The scullery, they said, should be large enough to hold the necessary fittings and utensils, and the floor should be made of non-absorbent material that would be easy to clean. Other desirable features were a place to store a ton of coal, an outhouse for such items as tools and a perambulator and a garden.

And in Australia, returning soldiers were encouraged to become gentlemen farmers with government advance loans up to $2,000 for each soldier settler. Queensland had reserved all public land for its returning soldiers. No instalment of purchase money, interest or rent was to be charged for the first three years. For the next 12 years, the rent would be 1-1/2 per cent of the capital value, and after that rents for a 15-year lease would be fixed by rent courts. Loans for productive purposes, not exceeding $2,500 and repayable within 40 years were to be made at the rate of 3-1/2 per cent for the first year with increases of 1/2 per cent a year up to a maximum of 5 per cent. Of the three large areas in Queensland already being used for settlement purposes, one was devoted to growing semi-tropical fruit, another to apple, pear, peach, plum and other fruit trees planted by the state nursery, and the third area was divided into dairy and sugar cane farming.

Workers not making full use of mobility program

Less than 15 per cent of potential candidates for grants under the Manpower Mobility Program (L. G., 1965, p. 486) are making use of the plan. The Department of Man power and Immigration reports that more than 5,700 persons have been given mobility grants, and that 4436 workers have received exploratory grants to help them find new jobs in more promising areas. Since the program began, about 30 per cent of these persons have taken out relocation grants to move their families.

Of the 320,000 workers who move between municipalities every year, 80,000 are unemployed or underemployed, making them potential beneficiaries of the plan, the department says. Yet, in the 1967-68 fiscal year, the program helped only 10,000 workers, and 75 per cent found employment in their own province.

The main problem with recipients is that many either fail to show up for their new job or only work at it for a short period of time. To overcome this, the department is giving an exploratory grant averaging about $55 in some cases of doubt, instead of a relocation grant that averages $659. Manpower is also conducting a study of why many workers are being diverted into primary occupations instead of toward larger, more diversified labour markets.

Age discrimination law protects U.S. workers over 40

The United States Department of Labor has issued guidelines to the Age Discrimination in Employment Act. The Act, which became effective earlier this year, and which protects workers in the 40-65 age bracket from arbitrary discrimination in employment because of age, affects 37 million workers.

The Act prohibits help-wanted ads that include such phrases as "age 25 to 35," "young," "girl," "boy." But indications of educational requirements such as "college grad" will be permitted.

The guidelines spell out two exceptions, however: "bona fide occupational qualification" and "differentiations based on reasonable factors other than age." The bona fide qualification exception will have limited scope, as in the case of a requirement for actors to play youthful or elderly character roles. Differentiations based on factors other than age will permit physical fitness requirements necessary for some jobs that are based on pre-employment or periodic physical examinations, if they are applied regardless of age.

Ex-CNTU vice-president is new conciliation officer

A CNTU Vice-President since 1960, Sydney T. Payne, has joined the Canada Department of Labour as a conciliation officer in Montreal.

Mr. Payne was elected a vice-president of the National Metal Trades Federation in 1947, and in 1957 was appointed labour delegate to the Metal Trades Committee of the International Labour Organization.

Besides serving on a number of other national and international groups, he was appointed worker advisor to the 8th regional conference of American States Members of the ILO and a member of the *Comité Consultatif de la Métallurgie* in 1966. This year he was the delegate of the International Federation of Christian Trade Unions to the Economic and Social Council of the United Nations.

Mr. Payne began his career in the labour movement with membership in the International Association of Machinists and Aerospace Workers in Montreal. Before becoming a full-time organizer for the old Canadian Congress of Labour, he worked for Robert Mitchell Ltd. and United Shipyards.



Sydney T. Payne

Wage increase gained by marine engineers

G. R. Doucet, a Department of Labour conciliation officer, after marathon conciliation sessions with the Canadian Marine Officers Union and the Canadian Lake Carriers Association, was able to avert another strike affecting shipping operations. The strike threat was averted about the same time that the strike by the Canadian Brotherhood of Railway, Transport and General Workers against the St. Lawrence Seaway Authority was settled (L. G., Oct., p. 587).

This dispute affected about 800 marine engineers employed on the vessels of a number of Great Lakes shipping companies. Negotiations began in late March and, when no progress was made by early April, the union requested the services of a Conciliation Officer.

Conciliation proceedings were held in abeyance at the union's request and in June both parties were brought together by Mr. Doucet. In July, an impasse in bargaining was reached and conciliation proceedings broke down. The union thought that a Conciliation Board would serve no useful purpose. The union considered a proposal to ask the Minister of Labour not to appoint a Board. If such a request were granted by the Minister, the union would have been in position to strike 15 days after the Minister's decision. In any event, a legal strike could have begun seven days after the receipt of a Conciliation Board report.

The possibility of a strike was averted, however, when Mr. Doucet brought the parties back to the bargaining table. An agreement was reached in the early hours of Saturday morning, July 20. The agreement, which has now been ratified, provides a 7-per-cent increase in wages over a three-year period. Other important gains included leave credits with a monetary value of 10 per cent in the first year of the contract and, 5 per cent in the second, and improvements in the vacation plan.

Correction

In the August issue of the LABOUR GAZETTE, it was reported on p. 459 that Donald E. Bott was the recipient of a labour bursary. This should read Mrs. May Kazmar of Calgary, Alta., employed by the United Packinghouse, Food and Allied Workers.

Innovation essential for growth, says Trade Minister

"Innovation is essential" to increase Canadian productivity and economic growth, the Minister of Trade and Commerce, Hon. Jean-Luc Pepin, told the Canadian Manufacturers' Association recently. Mr. Pepin was reviewing government development programs at a CMA meeting held in Toronto on September 25.

Government plans, he said, are helping to increase the opportunities for production as well as to increase the effciency of production. "The primary objective of these incentive programs is to ensure that new advances in scientific knowledge are not left to lie fallow, but rather are introduced into Canadian industry to widen its capabilities, increase its production and productivity and strengthen its competitiveness."

Mr. Pepin said that he would soon ask Parliamentary approval for the establishment of an Export Development Corporation to succeed the Export Credits Insurance Corporation. The new body will administer new and expanded facilities for export credits, credit insurance and guarantees, and also it will encourage the provision of private financing for export. A further program will insure Canadian investment in developing countries against non-commercials risk to encourage private participation in Canada's external aid effort and to improve the position of Canadian companies in world markets.

Mr. Pepin said that the proposed merger of the Departments of Industry and Trade and Commerce "is very much needed," because of Canada's increased industrialization and the desire for greater productivity. We must concentrate in two main areas, he said: rapidly develop our industrial base and productivity and be able to sell much of what we produce to foreign countries.

He said that the merger is a realization of these facts and that the new Department's activities will range from strengthening "our industrial development and increasing productivity to expanding Canadian exports and fostering growth in Canadian tourism."

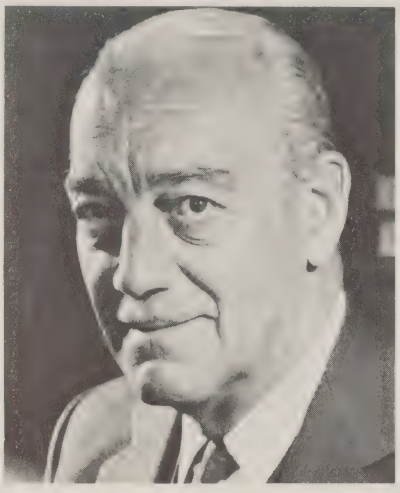
Although the new department will be a better instrument for dealing with problems, he said, it can't replace imagination, ingenuity and innovation.

UAW-Teamster alliance to promote social action

The UAW and the Teamsters have announced the formation of the "Alliance for Labor Action," which will recruit new union members and sponsor programs of social action. This development does not constitute a merger of the unions, neither of which is a member of the AFL-CIO.

The plans include: organization of the unorganized, including farm workers; establishment of an emergency defence fund for supporting strikers; promoting the guaranteed annual income, national health insurance and free university education; supporting any political candidates pledged to such policies; and formation of community unions to work for the poor.

The agreement of the two unions could be extended to the Canadian locals of both unions, says Teamsters' General Vice-President Frank Fitzsimmons. The two say that other unions are welcome to join.



International Press photo

J. Grant Glassco

Govt. organizing expert, J. Grant Glassco, dies

J. Grant Glassco, aged 63, has died. Mr. Glassco, Chairman of Brazilian Light and Power Co. Ltd. was best known for a comprehensive report on the organization of the Government of Canada.

His study of the federal Government began in 1960 and a special branch of the Prime Minister's office was established in 1963 to oversee implementation of the recommendations. The report dealt with almost every government activity.

Government departments were given greater internal freedom to manage the resources at their disposal. Classifications of public service jobs were revised. And the whole Treasury Board Secretariat has been reorganized to concentrate attention on policy rather than on "picayune details."

Mr. Glassco joined Brazilian Traction as Executive Vice-President in 1957. He was also a Vice-President and Director of the Canadian Imperial Bank of Commerce, and director of many other companies.

Co-op housing is one answer for housing ills, says union

The core of Canada's housing problem is the almost complete dependence on the private-profit system, says the Co-operative Union of Canada. In a brief to the federal government's Task Force on Housing, the group has claimed that the solution is "housing that is not for the benefit of investors or for regulation of the economy, but built for no other reason that to provide homes for people."

This would take the form of co-operative housing in which members own shares but do not take individual ownership of housing units. There are few of this type in Canada, the largest being Willow Park Housing Co-operative in Winnipeg, completed in 1963.

The union says that about one third of Canadian families cannot go it alone in housing, and it suggests that "if 10 to 20 per cent of housing starts were some form of public housing, and at least 15 per cent were co-operative, Canadians would probably be the best housed people in the world."

Academics can't solve labour problems, says CLC president

Beware of academics studying labour problems, they may "do more to muddy the waters than to clear them." Solutions will come from union leaders and management whose experience is practical rather than theoretical, says Donald MacDonald, President of the Canadian Labour Congress.

Speaking to the Labour Day luncheon at the Canadian National Exhibition in Toronto, Mr. MacDonald said that academics are raised to exalted heights, and their declarations are clothed "with an aura of great knowledge and near infallibility." He criticized in particular the make-up of the Prime Minister's Task Force on Labour Relations, because it consists entirely "of people with an academic background."

Because of a trend in some provinces toward more restrictive labour legislation and the close scrutiny under which unions have been placed, he said, labour is concerned about "what may flow from these various investigations, studies and surveys that are now being made." We need "improved methods and a better atmosphere so that we can find solutions before we get to the strike or lockout stage."

Mr. MacDonald criticized also the observers on the sidelines who try "to whip up a state of near-panic and to impose their pet theories on the Canadian people. Those theories often hold more promise of chaos than they do of correction."

Fair Wages Act boosts building costs, says CCA

One of the Government's own labour acts is partly to blame for high construction costs, says the Canadian Construction Association.

In its annual brief to the federal Government, the CCA complained about the "rigid application of the hours of labour part" of the Fair Wages and Hours of Labour Act, saying that the Act doesn't make allowances for seasonal factors. Because of this, the CCA claims, "the imposition of overtime pay rates causes inflated construction costs and frequently conflicts with those on adjacent similar projects carried out for other owners under the terms of collective agreements or provincial regulations that give due recognition to the seasonal nature of such work."

In addition, intense resentment has been expressed at the manner in which mandatory penalties are imposed under the guise of "liquidated damages" for defaults under the Act, particularly where such defaults unwittingly occur, according to the brief.

Extend the Manpower Mobility Program to the construction industry, the Association said, and both the economy and the industry would benefit. The association also recommended that the availability of injunctions for labour disputes in construction should be maintained. It noted that "injunctions have been used successfully by construction unions against employers' associations. It is therefore not a 'one-way street' as is often suggested."

The CCA maintained that "irresponsible labour strife can be effectively reduced if action is taken to permit the Crown to initiate prosecutions for violations of those sections of labour legislation dealing with unfair labour practises. Neglect to enforce legislation invites contempt for it and conferring upon the parties of interest responsibility for the prosecution of offences leaves compliance with the law subject to pressures for non-enforcement in labour-management relations."

Concern was expressed by the CCA about suggestions that new legislation might make collective agreements subject to renegotiation if significant technological changes take place during the term of operation. "Many of the problems associated with technological change in the construction industry are of manageable proportions and can be dealt with through an improved manpower training program" and the application of the mobility assistance program to meet some needs of the industry.

Other recommendations included: expediting talks so that Canada Pension Plan overpayments by the employer can be refunded; making more use of the Unemployment Insurance Advisory Committee; formulation of new policies to achieve a more stable growth rate in the construction industry; and improving manpower statistics and construction industry training programs.

Department of Labour revises compensation study

A study issued annually by the Canada Department of Labour on workmen's compensation has been completely revised. Titled *Workmen's Compensation in Canada 1967* (Queen's Printer, $1.25) the study saw completed by Evelyn Woolner, Chief of the Research Division of the Legislation Branch. It gives a comprehensive picture of the Canadian workmen's compensation system as it was on December 31, 1967, embodying concepts of accident prevention and the rehabilitation of the injured, as well as compensation in the form of cash and medical benefits.

The study details the Acts and the nature and extent of benefits, and tabulates provincial comparisons of cash benefit scales and the scheduled occupational diseases eligible for compensation. A discussion of the standards by the International Labour Conference in the field of workmen's compensation is included also. And one chapter describes the steps that have been taken to upgrade pensions.

Readers are reminded that the revision of workmen's compensation laws is a continuing process and current legislative changes are available on request from the Legislation Branch, Canada Department of Labour.

Automation improving job outlook for handicapped

Handicapped workers are being helped by new developments in technology, says the Manpower Utilization Branch of the Department of Manpower and Immigration. Many of today's jobs can be done by mechanical operation and control requiring a minimum of physical effort.

The branch reports that two million Canadians suffer from physical or mental handicaps. The Canada Manpower Centres are now trying to provide or procure whatever services these people need to make them as employable as possible. Because of new job opportunities in automated fields, a handicapped person is frequently required to upgrade his educational level in order to be acceptable for training or retraining.

In general, handicapped persons who possess the required mental ability, education and qualifications find some improvement of opportunity in the professions and occupations that are expanding through technological advance. In a report to the International Labour Organization, Regional Chiefs of Vocational Rehabilitation for the branch agree that, "From inquiries made, it appears evident that both management and organized labour are more inclined today to accept disabled persons provided that they can do the job."

Tenants form association to bargain with landlords

Collective bargaining has moved into a new field—between tenants and their landlords (L. G., Oct., p. 593).

"Defenceless tenants" should band together to "resist grabby landlords," says R. J. Henderson, Prairie Director of the Canadian Union of Public Employees. Mr. Henderson offered the support of the CUPE to a group of St. Boniface, Man., tenants who have formed an association to bargain collectively for the renewal of their leases. Members of the Niakwa Plaza Tenants Association refused to renew their leases on an individual basis, and they insisted on bargaining with the landlords through the association.

Besides renegotiating a rent increase, the tenants want to rid their leases of clauses allowing janitors or owners to enter an apartment at any time, as well as clauses that are seldom used except when the owners need an excuse to break the lease.

The group is now planning to organize a Canada-wide tenants' association. J. E. Babineau, spokesman for the Winnipeg group, said that they will accept CUPE's offer of help.

The Association will:

- launch a program to amend laws dealing with landlord and tenant;
- ask the Canadian Government to establish a consumers' protective shelter department in each province to guard tenants' rights, invest all security deposits, set up some type of rent control or rental review board to provide a guideline for rent increases in the respective provinces, and to settle landlord-tenant disputes;
- establish a standard lease form across Canada;
- set up a reference source to which tenants may refer when investigating a prospective landlord and his building;
- provide a liaison service for tenants moving in Canada;
- provide counselling service to all members of the association;
- assist government departments in determining what best achieves the desires and needs of Canadian tenants; and
- make representations to the federal commission now studying housing.

Labour Relations Legislation In 1967-68

Part I

Changes in procedure in industrial relations, and new machinery for the settlement of industrial disputes were common developments in the enactment and administration of labour laws in Canada between September 1967 and August 1968.

In a report* to the annual conference of the Canadian Association of Administrators of Labour Legislation, the Legislation Branch of the Canada Department of Labour prepared a background paper for a session dealing with "Recent Legislative and Administrative Developments." The report is reprinted below.

Developments in labour relations legislation included the enactment of the British Columbia Mediation Commission Act, which introduces new procedures and new machinery for the settlement of industrial disputes. Amendments were made to the Nova Scotia Trade Union Act to provide for more effective control over illegal work stoppages and for the settlement of jurisdictional disputes. The Alberta Labour Act was revised, and changes of some significance were made in the legislation of Prince Edward Island, Saskatchewan and Newfoundland. In Ontario, an Act was passed establishing the Ontario Labour-Management Arbitration Commission.

BRITISH COLUMBIA

The new British Columbia Mediation Commission Act implements some of the recommendations of Mr. Justice Nathan T. Nemetz, of the British Columbia Supreme Court, based on his study of the Swedish industrial relations system (L. C., June, p. 326; July, p. 392; Aug., p. 460).

The central feature of the Act is that it establishes a permanent and independent Mediation Commission that will serve normally as a mediation agency, but which in situations where the Lieutenant-Governor in Council considers that a dispute may adversely affect the public interest and welfare, may serve as an arbitration tribunal.

The Mediation Commission is an independent agency, separate and apart from the Department of Labour. In order to make informed decisions, the Commission will conduct research in such matters as economic growth, wages, prices, productivity, labour-management relations and problems of technological change.

The Commission may appoint its own staff and is authorized to engage experts and persons having special or technical knowledge to assist it in carrying out the provisions of the Act. It is empowered to establish research facilities to provide economic and statistical data which, it is hoped, will be accepted by both parties in a labour dispute. The strength and efficacy of the new system would appear to be based on the permanent character of the Commission, the calibre of its members and their security of tenure, the employment by the Commission of a staff of skilled mediators, and the availability of research data to serve as guidelines for the Commission and the parties.

The Commission's function is to investigate and assist in resolving labour-management disputes and to recommend fair and reasonable terms of settlement. In cases where the Cabinet considers that a dispute is adversely affecting the public interest and welfare, the Commission's recommendations may be made binding.

The Mediation Commission replaces the present system of conciliation officers and *ad hoc* conciliation boards. It has a judge as chairman and two other members, one from management and one from labour. The three members are appointed for a seven-year term, beginning on June 15, 1968. Members of the Commission may be removed from office only by a vote of the provincial Legislative Assembly.

Collective bargaining procedures are the same as those presently required, except that earlier negotiations for the renewal of a collective agreement are provided for. Notice to bargain may be given at any time within four months preceding the expiration of the agreement, instead of, as at present, not less than two months and not more than three months before the expiry date. Refusal or failure to bargain collectively is an offence under the Act.

The services of the Mediation Commission are available in a dispute after the parties have bargained for at least 10 days. At request of either party, the Commission may appoint a Mediation Officer. The Minister of Labour also may direct the Commission to appoint a Mediation Officer, if he considers the public interest is or may be affected by a dispute.

The Mediation Officer's function is like that of the conciliation officer. If the dispute has not been settled in the meantime, the Mediation Officer is required to report within 10 days, or such longer period as the parties agree on or the Commission allows. A copy of the Commission's report is to be sent to the Minister and the parties concerned.

Where the Commission has been requested or directed to appoint a Mediation Officer, it may of its own volition enter the dispute and conduct an inquiry to establish certain facts. After giving notice of these facts to the parties, the Commission may proceed to a hearing on the dispute.

At the hearing, each party has the right to be heard, to cross-examine witnesses adverse in interest, and to present argument orally or in writing, as the Commission may direct.

On completion of its hearing, the Commission submits to the Minister, with a copy to each party, its decision recommending the terms and conditions of a collective agreement, which, in its opinion, would be a fair and reasonable one between the parties. It is required to give reasons supporting its opinion.

If a settlement is not reached, and whether or not the Mediation Commission has held a hearing, employees may strike, provided that a strike vote has been taken, the employer has been given 72 hours written notice (presently 48 hours) and, if a Mediation Officer was appointed, the trade union has been advised by the Commission that the officer has made his report.

*The first part of the report, contained in this issue, deals with the legislative developments in British Columbia, Nova Scotia and Alberta. The second part, which will appear in our January 1969 issue, will describe developments in Prince Edward Island, Saskatchewan, Newfoundland and Ontario. Part II will also cover legislation concerning collective bargaining for special groups—namely civil servants, policemen, teachers and nurses.

As at present, a strike is forbidden except during the three months immediately following the date on which a strike vote was taken. Similar requirements are laid down with respect to lockouts. A notice of strike or lockout frees the other party from the obligation to give notice. As before, a strike or lockout is prohibited during the term of a collective agreement.

With the new provisions governing the legality of strikes and lockouts, the traditional requirement of the Canadian labour relations system that there be a "cooling-off period" is removed. In addition, the new provisions remove restrictions on altering conditions of employment during the bargaining process until conciliation requirements have been completed and the right to strike has been acquired.

Government supervision of strike votes is dicontinued, but, as before, a strike is prohibited unless a strike vote has been taken by secret ballot of the employees in the unit affected, and unless the majority of those who vote have voted in favour of a strike.

Section 18 of the Act authorizes the Cabinet to refer a dispute to the Mediation Commission for a binding decision where, in its opinion, in order to protect the public interest and welfare, it is necessary that a strike or lockout will not occur or an existing strike or lockout will immediately cease.

An order that a decision is to be binding may be made in respect of any dispute that is before the Commission. Where such an order is made, no strike or lockout may occur, and an existing one must end within 24 hours, under penalty of maximum fines of $1,000 for an individual and $10,000 for a corporation, trade union or employers organization, plus $150 a day if the offence is a continuing one.

The parties may continue negotiations after a dispute has been referred to the Mediation Commission for binding arbitration, and they may reach an agreement that is different from the Commission decision. The Act states that, until the parties sign a collective agreement, the decision is to have effect as if it were a collective agreement for the term specified in the decision or, if no term is specified, for two years.

Under Section 19, the Lieutenant-Governor in Council may refer to the Mediation Commission any matter affecting the conditions of employment of government employees. He may also refer to the Commission differences between civil servants or their authorized representatives and the Civil Service Commission, and, if he so decides, order that the decision of the Commission will be binding on both sides.

Persons employed by the Crown in right of the Province are forbidden to strike, under penalty of the same fines as are applicable to employees in the private sector in case of an illegal strike.

The Commission is required to hold a hearing when a dispute or difference is referred to it at the instance of the Lieutenant-Governor in Council.

Provisions of the Municipal Act and of the British Columbia Hydro and Power Authority Act, which currently forbid municipal policemen and firemen and hydro workers from striking and require binding arbitration of their labour disputes, are to be repealed on proclamation or the Mediation Commission Act, giving these employees the same strike rights as other workers.

Section 18 and 19 of the Act have been attacked by labour spokesmen and others on the ground that they give wide and arbitrary power to the Government to apply compulsory arbitration.

In providing for binding arbitration in public interest disputes, the Act is not different from the law in some other jurisdictions. The discretion of the Lieutenant-Governor in Council is couched in far broader language than in any similar legislation in any other jurisdiction. The Act does not require an emergency to exist, nor does it limit the exercise of Cabinet initiative to any particular industries or services.

When he introduced the Bill, the Minister stated that binding arbitration would be used sparingly, and that the great majority of cases would continue to be settled without government intervention. He also affirmed that greater regard must be shown for the public interest and for economic welfare in collective bargaining and that the Government would not allow strikes or lockouts that were harmful to the public interest.

The Commission has exclusive jurisdiction to inquire into, hear and determine all matters of fact and law arising under the Act, and its decisions are not open to question or review in the courts.

The Commission is required to make an annual report to the Lieutenant-Governor in Council, showing the disputes dealt with and giving summaries of its decisions.

The Labour Relations Board continues to have jurisdiction over the certification of trade unions, unfair labour practices, and arbitration of disputes arising out of a collective agreement. These matters are dealt with in the amended Labour Relations Act. All provisions concerning collective bargaining, mediation, strikes and lockouts are now contained in the Mediation Commission Act.

If in the exercise of its functions, questions arise that are within the jurisdiction of the Labour Relations Board, the Commission must refer such questions to the Board, and the Board's decision will be binding on the Commission.

The provision in the Labour Relations Act requiring the consent of the Labour Relations Board for a prosecution under the Act was repealed. There is no provision regarding consent to prosecute in the Mediation Commission Act.

NOVA SCOTIA

Amendments to the Nova Scotia Trade Union Act were made after consultation with labour and management, through the medium of the Joint Labour-Management Study Committee.

The Speech from the Throne stated that the Government had been concerned about the number of illegal work stoppages during the past year. Hence, the principal amendment to the Act gave the Labour Relations Board power to terminate a work stoppage (strike or lockout) that is illegal under the Act, or a collective agreement, or one that is caused by a jurisdictional dispute. The Board is authorized to try to settle such disputes, but, in any case, may issue a cease-and-desist order which must be complied with under penalty of being held in contempt of court.

In addition, the amending Act contains provisions designed to expedite the certification process in the construction industry.

Under the Act, a "work stoppage" is defined as a cessation of work caused by a lockout or strike prohibited by the Act or a collective agreement, or one caused by a jurisdictional dispute.

"Jurisdictional dispute" is defined as a dispute between two or more unions, or between an employer and one or more unions, over the assignment of work. In a further amendment to the Act, "employer" is defined to remove from the application of the Act the one-employee employers in the province.

The act permits a trade union or employer claiming to be involved in a work stoppage to make a complaint to the Board. If, after investigation, the Board is satisfied that a work stoppage has occurred, it may, at its discretion, issue an interim order requiring an employer, employee or trade union to cease a named activity. A copy of an interim order must be filed in the Supreme Court, and thereupon becomes enforceable as an order of the Court.

Where a work stoppage has occurred, the Board may, either before or after the making of an interim order, authorize the Chief Executive Officer or a conciliation officer to inquire into the dispute and try to obtain a settlement.

Where no settlement is reached, the Board must itself hold a hearing for the purpose of considering evidence and representations, and must arrive at a decision, in the form of an order. As with an interim

order, the Board's decision must be filed in the Supreme Court, at which time it becomes an order of the Court.

In the case of a jurisdictional dispute, an interim order or a decision may direct the assignment of work to employees of a specific trade or craft or a specific trade union, unless a written agreement made between the parties involved is filed with the Board in respect of the assignment of the work.

The Act now permits an application for certification to be made during the last two months of an agreement instead of, as before, after the expiry of 10 months of the term of an agreement.

A similar change is made with regard to decertification, enabling an application for revocation of the certification of a trade union to be made within two months of the expiry date of a collective agreement or, as before, where no collective agreement is in effect, after certification has been in effect for at least 10 months. The Board is authorized to order the taking of a vote to determine whether the employees in the unit wish to have the certified trade union continue to represent them.

A new section permits an application to be made to the Board to amend a certification order for a change of name, or inclusion or exclusion of additional classifications of employees in or from a unit, or to combine certification orders.

In another amendment, a collective agreement is declared binding, whether or not the bargaining agent is certified.

Special provisions are added regarding certification of unions in the construction industry. These require the holding of a vote in every case.

When an application is dismissed, the Board may, in its order dismissing the application or in a subsequent order, fix the period that must elapse before a new application may be made by the applicant trade union for the same unit of employees.

The section of the Act requiring the Board to give an opportunity to all interested parties to present evidence and make representations and any provisions requiring notice do not apply. Otherwise, the rules governing certification—Sections 7, 8, 9, and 10—apply *mutatis mutandis* to an application for certification by a trade union in the construction industry.

Other amendments revise the checkoff provisions to dispense with the holding of a vote. The employer is now required to deduct initiation fees and union dues at the request of the individual members of the recognized bargaining unit.

The authorization for a deduction from wages is valid for at least three consecutive months. Thereafter, it may be revoked by the employee in writing at any time, unless a collective agreement is in force, in which case the employee may withdraw the authorization only during the period of two months prior to the expiry date of the agreement. If an authorization is revoked, the employer must give notice to the trade union.

In addition, provision is made for a Labour Relations Board consisting of five members, instead of an unspecified number of members as before, and for the appointment of alternate members.

ALBERTA

When the Alberta Labour Act is opened up for amendment—usually every four years—a conference is held at which representations are made by management and labour groups, after which draft proposals are circulated for comment.

A number of changes made during the past year in the Alberta Labour Act deal with certification. Any two or more trade unions are now permitted to join in an application for certification. Previously, this provision was limited to craft unions or members of a group exercising the same technical skills.

A related provision authorizes two or more certified trade unions to apply to the Board of Industrial Relations for the merging of their certificates into one consolidated certificate. The Board may, in disposing of the application, declare which collective agreements, if any, are to continue in force and to what extent, and which collective agreements, if any, are to terminate.

Except where the consent of the Board is obtained, a trade union is forbidden to apply for certification in the first 60 days after filing with the Minister its constitution and bylaws, or the constitution of its chartering organization.

The Board's powers in dealing with an application for certification are restated to make it clear that the Board has wide discretion in the steps it may take to determine if the applicant is a proper bargaining agent, and if the unit is appropriate for collective bargaining.

The Board must complete its inquiries within 21 days, plus a further period of 21 days, if required. This additional period may now be extended for such longer period as may be fixed by the chairman.

The test for membership in good standing is no longer tied directly to the union contitution and bylaws. The requirement that an employee must have paid the initiation fee "required by the constitution and bylaws of the applicant" was deleted. The Board must now determine, as a test of membership, that each employee has paid on his own behalf to the applicant union a minimum sum of $2 within the three-month period preceding the date of the application.

Among numerous amendments to this Act, one is concerned with the application of the Act to a group of employees not previously covered. Although farm workers as a class are, as before, excluded, agricultural employees who are employed in an undertaking which in the opinion of the Board of Industrial Relations, is a commercial undertaking are now covered. Any such employees designated by the Board would be covered in respect of minimum wages, hours, vacations with pay, and other matters dealt with in the Act, as well as labour relations.

A further provision enables the Minister to dispense with second-stage conciliation. Where he does so, the conciliation commissioner's recommendations would take the place of the award of a conciliation board.

The revised Act, in redefining the powers of the Board, added a privative clause, stating that the Board has exclusive jurisdiction to determine all questions that arise before it, together with a provision making it clear that judicial review of a Board decision may be obtained by way of *certiorari* or *mandamus*. The Act states that an application for *certiorari* or *mandamus* must be filed with the court not later than 30 days after the date of the Board's decision, or the date on which it gives its reasons for decision, whichever is later.

A new clause allows the Board to prohibit propaganda and electioneering for a fixed period before a vote.

The Act provides, as before, that the parties to a collective agreement may agree to continue its operation for any period less than one year or for an unspecified period while they are bargaining, and that the continued operation of the agreement does not constitute a bar to an application for certification or decertification.

It is now provided that, where an employer agrees with a trade union to be bound by an existing agreement between the trade union and an employers organization, the agreement ceases to be binding upon the employer and the trade union at the same time as the agreement between the trade union and the employer organization ceases to be binding.

An employer organization, established by statute and given authority to represent one or more of its members, may, with the consent of the bargaining agent, bargain collectively on a joint basis for such members.

A conciliation commissioner is now required to report to the Minister, instead of to the Board. As stated above, the Minister may, at his discretion, decide not to appoint a conciliation board.

A new section has been enacted regarding the successor rights of trade unions, where a merger, amalgamation or transfer of jurisdiction has taken place. The Board may, in any proceedings before it, or on the application of any person or trade

union concerned, declare that the successor union has or has not acquired the rights of its predecessor, and the Board's decision will bind all the parties. The Board has had authority under regulations to amend a certificate where the name of a certified trade union has been changed due to a merger or amalgamation or transfer of jurisdiction. (An amendment to the corresponding provision of the Labour Relations Act of British Columbia removed the right of "any person" to apply for such a declaration.)

The Act now sets a time limit—one year from the date on which employees vote on the award of a conciliation board—within which a strike or lockout may take place.

The penalty that may be imposed on an employee for participating in an illegal strike was increased to a maximum of $25 a day for each day the strike continues. The fine previously provided for was a maximum of $100.

The provisions of the Judicature Act forbidding *ex parte* injunctions (Section 24a) were re-enacted as a part of the Alberta Labour Act.

These state that, where a lawful strike or lockout exists in a labour dispute, no injunction before trial may be granted *ex parte* to restrain any person from doing any act in connection with a strike or lockout. Where members of a trade union are the defendants, the notice of motion must be served not less than three hours before the time fixed for the hearing.

As before, the Act requires the filing of arbitration awards with the Board. Failure to do so now constitutes an offence. The Board is given authority to publish such awards.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2766

A married claimant was registered for employment as a woodcutter, and filed a renewal application for benefit at the local office. He had last worked as a woodcutter for a paper company for six days in January 1967. His gross salary for the period was $184.37.

He said that he had not been laid off because of a shortage of work. "There were too few trees, three feet of snow, and colds of forty below. That's why I left the place," he said.

In response to further questions from the local office, he replied, "I did leave of my own will, because there were too few trees. When I asked for my pay, they wanted to know my reason for leaving. As far as the foreman is concerned, I told him: There are too few trees. His answer clearly showed that he didn't have any other tract of wood to offer me."

A few days later, the employer reported that the reason for the claimant's separation from employment was, "There were too few trees." He added that he could have supplied the claimant with work as a woodcutter for two more months, doing contract work.

The insurance officer then told the claimant that he was disqualified from receiving benefit for six weeks because he had voluntarily left his employment without "just cause."

The claimant replied to the local office: "I have not received unemployment insurance benefit for two years, but I always pay my contributions when I work, don't I? I am told that I am disqualified from receiving benefit for a period of six weeks, which means that I shall not get anything, because, at that time, the worst part of the winter will have gone by, and I shall have returned to work. I much prefer to work than to rely on unemployment insurance—when I earn a normal salary, of course."

The local office wrote to the claimant. The letter said, the insurance officer examined your pay slips and reached the conclusion that the fact that your earnings have decreased because there was too much snow and the tract was not abundantly wooded is considered to be a condition inherent in woodcutting operations. Therefore, your reasons do not justify your voluntary departure.

"If, however, you are not satisfied with the insurance officer's decision, you are free to appeal therefrom to the board of referees." He did appeal.

The board of referees decided that there was no reason to intervene. "In fact, it has been said time and again that an employee who has remunerative employment should endeavor to hold on to it like the apple of his eyes. We have here an experienced woodcutter whose pre-Christmas earnings were impressive. It is obvious that the inconveniences the claimant was complaining about during his short period of employment in January are inherent in this kind of occupation, and the claimant was earning an average salary of $30 a day, which is still a reasonable salary."

For these reasons, the board of referees unanimously dismissed the appeal, and decided that the claimant voluntarily left his employment without just cause.

Subsequently, an appeal to the Umpire was submitted by the *L'Union Catholique des Cultivateurs* on behalf of the claimant.

> We consider that, in the case of the forest worker who is engaged in cutting trees and who voluntarily leaves his employment, the Commission does not generally take into account the many inconveniences that a forest worker may have to cope with, such as bad tracts and rugged ground.
>
> A second point is that it is rather hard to understand that an employee can be disqualified for leaving his job because work conditions are not satisfactory.

The Umpire decided to accept the appeal, notwithstanding the union's failure to file it within the prescribed time.

In his considerations and conclusions, the Umpire noted that the claimant's main reason for quitting was that he could no longer make what he calls a "normal" salary. His previous earnings, however, were, in the eyes of the board of referees, still reasonable.

The Umpire rejected the union's appeal as "conjecture and not fact." The Umpire noted, "The claimant could not always expect to get the best tracts and had to accept, the same as the others, to share in the bad tracts and to work under difficult conditions once in awhile.

Therefore, he did not have the right to stop working for the mere reason that, in his estimation, he would not have been able to earn as much as he did before had he continued to work."

In the Umpire's view, the claimant had not proven "just cause" for quitting.

"Taking into account the extenuating circumstances, however, that is, intense cold and heavy snow, together with the allegations described in the union's appeal notice that other employees who did not report for work after the festive season were not disqualified from receiving benefit, I decide to reduce the disqualification period to four weeks."

Save with respect to the duration of the disqualification period, the union's appeal was dismissed.

The Future of Collective Bargaining in U.S. Agriculture

Problems created by seasonal and casual employment, and the lack of an organized labour tradition in U.S. agriculture have to be resolved before any serious attempt is made at union organization.

A GRAPE harvesters' strike in Delano, Calif., in June 1966 focused international attention on a new type of agricultural workers' union: one not solely concerned with wages and job recruiting except as part of a total social action program, non-violent in philosophy, somewhat religious in nature, and with a militant spirit of self-help.

This approach was fostered by Cesar Chavez's National Farm Workers' Association, largely Mexican-American in origin, and bound together by a common cultural and religious background. The introduction of this form of community unionism, and the fact that subsequent efforts at farm unionization have tended to follow the Delano pattern, make it interesting and important to understand the strike and its implication.

The Delano strike began in the traditional fashion, complete with a walkout and a picket line around the worksite. It was soon apparent, however, that these tactics had a limited use in the grape fields, because of the number and the size of the fields.

To supplement the strike, the union began a boycott of the products marketed by some of the companies who owned struck vineyards. Boycotts against Schenley Corp., and Di Giorgio Fruit Corp., largest of the Delano growers, were actually put into effect, and threats of boycotts against the other growers helped the union to get recognition from them. The union also sponsored a march from Delano to Sacramento, and gained much publicity and sympathy.

In an article in the U.S. *Monthly Labor Review*, June 1968, Irving Cohen, of the U.S. Bureau of Employment Security, said that organized labour, which had at first viewed the Delano strike with skepticism, became interested as it gathered momentum and picked up active support from religious groups, civil rights movements, college students, other unions and public figures. They recognized it as a potentially successful effort that could lead to the ultimate unionization of all farm workers in the United States.

Neither the Agricultural Workers Organizing Committee (AWOC) nor the National Farm Workers Association (NFWA) was financially prepared for a long strike. Without the food, money and clothing donated by diverse groups, it was doubtful that the workers could have held out.

Other unions provided moral, financial and other assistance. "Particularly notable were the $5,000-a-month donation from the AFL-CIO, the support of Teamsters who refused to cross the picket lines, and the members of the International Longshoremen's and Warehousemen's Union who refused to load Delano grapes for export," said Mr. Cohen.

The NFWA and the AWOC merged to become the United Farm Workers Organizing Committee (UFWOC). And as of March 1, 1968, the Committee had signed contracts with 10 other growers. The current target of the UFWOC strike and boycott activities is the Guimarra Vineyards Corp., California's largest grower of table grapes. UFWOC has also notified other growers in the area that organizational activity will continue.

The Schenley contract, which became effective June 21, 1966, was notable for its far-reaching provisions, which included a wage increase to a minimum of $1.75 an hour, a pledge of no strikes and no lockouts for the term of the agreement, a union hiring hall, a union shop, checkoff of union dues, reporting and stand-by pay, and paid vacations.

"The high mobility characteristic of most agricultural workers creates many administrative problems," said Mr. Cohen. "Without the union shop stipulation, membership turnover could make the union ineffective as a bargaining agent. In addition, the reporting and standby pay provisions not only compensate workers for lost time, but also stimulate more efficient operations by growers."

On April 1, 1967, 18 months after the beginning of the strike, UFWOC and Di Giorgio signed a contract worked out under a system of voluntary arbitration and patterned after the Schenley agreement (L. G., Sept. 1967, p. 564). There were several refinements, however, and some important new features. Even more significant were provisions pertaining to unemployment insurance, a special benefits fund, and a day of rest.

In accordance with the terms of the contract, the Di Giorgio Corporation obtained, through special arrangement, unemployment compensation coverage for its agricultural workers under the California Unemployment Insurance Act.

In addition, a special benefits fund was established to provide health and welfare benefits to the union membership. The fund was started with a $25,000 deposit representing retroactive payment for the period prior to December 31, 1966.

An innovation in agricultural contracts was the day-of-rest provision stipulating that each worker was entitled to one full day off without pay in each work week.

Employer Resistance

"Even though the union's initial drive for recognition was met by employers with determined resistance and marked by strong emotions on both sides," said Professor Karen Koziara, Assistant Professor of Business Administration at Temple University in Philadelphia, "relations between the union and the growers matured and became fairly harmonious once the contracts were signed. Both the union and the growers have developed some understanding of each other's problems. Even the growers who at first were most adamant in their opposition to collective bargaining have found that living with the union is not as difficult as they had anticipated." Not surprisingly, she added, the upper echelons in management more readily accepted the union than those in the lower supervisory personnel.

While the Delano strike rekindled union interest in representing farm workers, it also resulted in competition between the AFL-CIO and the Teamsters in the agricultural sector. After supporting the

striking union, the Teamsters opposed the NFWA in the representation elections among workers at Di Giorgio. In these elections, UFWOC won the right to represent the fieldworkers, who constituted the majority of on-farm employment, and the Teamsters to represent the shedworkers and other non-field employees.

For a time, intense rivalry flared up between the two unions, but this ended when the Western Conference of Teamsters and the UFWOC signed an agreement delineating jurisdictional rights in agriculture. Under this agreement, in effect only in those areas served by the Western Conference of Teamsters, UFWOC will have the sole right to organize fieldworkers; workers in farm-related processing plants will come under the jurisdiction of the Teamsters. It was also agreed that certain workers who did not come under either category could be organized by either union, with the proviso that neither union would interfere if the other started organizing workers in any of the unclaimed categories.

The Outlook

The future of collective bargaining in agriculture depends, first, on the union's success in organizing the labour force, and second, on its ability to adjust to long-run changes in agriculture and the agricultural labour market, said Prof. Koziara.

There were many factors inhibiting the organization of the present labour force, she said. The lack of a tradition of collective bargaining in agriculture has slowed the acceptance of unions. Neither the farm worker nor farm employer has had enough contact with unions to recognize their possible benefits. When attempts are made to organize his employees, the typical farm employer reacts with distrust and determined resistance, denying the workers the right to union activity, and refusing to bargain.

This attitude, together with the exclusion of farm workers from coverage by the National Labor Relations Act, which legally protects the rights of industrial workers to join labour organizations and bargain collectively, makes it difficult for unions to win recognition from employers in agriculture. And the seasonal and casual nature of the work, coupled with some workers' geographical mobility and their temporary attachment to farming, makes it difficult to develop a permanent labour organization of agricultural workers.

Prof. Koziara pointed out that the position of the labour contractor was another element that hampered union organization. "The worker frequently regards the contractor as his employer, while the contractor's major service to the grower—ensuring an adequate supply of labour—is often one of the important functions of unions operating in casual industries. Hence the labour contractor's belief that a union threatens his means of existence."

This negative response of the contractors was particularly significant because of their quasi-employer status and their importance in job finding. Prof. Koziara stated that, during the organizing drive in California in the 1950s, labour contractors were used as union organizers. As an organizer, the contractor forced prospective employees to join the union in order to become a member of his crew, and he also collected union dues from them. "The result was that the workers were predictably suspicious, both of the contractor and the union, and few formed permanent allegiances."

Given these problems, she said, it was not surprising that organized labour had been reluctant to expend the funds necessary to organize agricultural workers. And, until recently, financial support was not available from other sources or from the workers themselves.

The extension of the NLRA to agriculture would raise some difficult administrative problems, such as the definition of appropriate bargaining units in a casual industry, admitted Prof. Koziara; but she believes that the exclusion of farm workers from the NLRA resulted from political, rather than administrative, considerations. "The opposition of politically important employer groups in agriculture is the major reason why the NLRA does not cover farm workers. In comparison with the politically strong employer groups or organizations, the groups supporting NLRA coverage for farm workers have been disorganized and politically weak. However, this state of affairs is beginning to change."

If agricultural workers were to receive coverage under the NLRA, there were still many obstacles to the rapid organization of farm workers, she said. Any attempt at union organization had to deal with the problems created by seasonal and casual employment and the lack of an organized labour tradition in agriculture. "These are the problems that must be met and resolved, if collective bargaining is to have a future in agriculture," said Prof. Koziara.

The accompanying feature was prepared with material extracted from several articles dealing with labour relations in the agricultural industry of the United States, published in the June 1968 issue of the *Monthly Labor Review* by the U.S. Department of Labor, Washington, D.C.

Boycott Sought

Representatives of the United Farm Workers' organizing committee on August 12 appealed in Montreal for a boycott by wholesale buyers of California grapes to support a three-year-old strike of California grape pickers.

Boycotts now are underway in 29 cities in the United States, including Boston, Los Angeles and New York.

The workers went on strike in 1965 seeking better working conditions, abolition of child labour, and higher wages. The 17,000 strikers have been living on donations from charitable organizations and religious groups for three years.

Salaries of those still working in California vineyards average $2,386 a year or between $1 and $1.40 an hour.

Swedish Firm Places Shop Stewards on Payroll

A Swedish steel mill now pays shop stewards at full pay to conduct union business on company time.

The Sandviken Steelworks, one of the largest in Sweden, has made a unique arrangement with the Swedish Metal Workers' Union, whereby the firm will employ the trade union representatives as arbiters on a full-time and full-wage basis. The six local branches of the union and the firm have now placed an office at the disposal of each of the chairmen of the local branches, who will act as arbiters and get paid for it by the company.

The job duties of the arbiter are to reduce friction between the employer and the individual worker who is presenting a grievance. The firm has found that the efforts of the local trade union representatives make it possible to resolve disputes at an early stage. Formerly, the shop steward had to carry on this extensive activity in addition to his regular job and perhaps lose pay for the time he spent away from his machine.

The union is pleased with the arrangement, and the employers have not required anything extra as compensation. The arrangement is helping to improve the means of contact between the management and the workers. In addition, the workers have better contact with their trade union and the union with the workers. There is no written contract with the company and nothing is agreed about a trial period. But union and management representatives are hopeful that the arrangement will be a permanent one and will continue to function well.

Consumer, September 1968

The consumer price index (1949 = 100) rose by 0.3 per cent to 156.4 in September from 156.0 in August. It was 3.8 per cent above the September 1967 level of 150.7.

The food index declined 0.4 per cent to 153.0 from 153.6, and was 3.0 per cent higher than in September 1967. Seasonally lower prices for fresh produce items—potatoes, carrots, cabbage, tomatoes, and apples—were responsible for the decrease. Among staple items the price of fresh milk increased almost 3 per cent due to substantial rises in all major Ontario cities. Bread, butter and margarine, remained almost unchanged in price. Meat prices increased by 2.9 per cent, with pork in particular rising by 8 per cent to its highest level since 1966. Beef and turkey prices also increased, while those for chickens were marginally lower.

The housing index advanced 0.8 per cent to 159.6. Among home-ownership costs, mortgage interest rates were higher than at the beginning of the year, and prices of new houses and repairs also increased. Rents rose generally, with the largest increases occurring in Calgary, Saskatoon and Winnipeg. Prices for furniture, carpets and some household textiles were higher, reflecting the removal of mid-summer sales on many of these items.

The clothing index increased by 0.5 per cent to 136.4 from 135.7. Higher prices for most women's outerwear, footwear and clothing services, outweighed lower prices for men's wear, especially men's suits.

The transportation index increased by 0.2 per cent to 162.2 from 161.8. The price of new tires rose by about 5 per cent; automobile repair and maintenance costs increased slightly.

The health and personal care index rose by 0.3 per cent ot 199.6 from 199.1. Most of the increase was attributable to a substantial rise in the price of men's haircuts in Vancouver. Prices of toiletries were also a little higher in a number of cities.

The recreation and reading index advanced by 0.9 per cent to 176.8 from 175.2. Subscription prices for some magazines were increased, and television repairs in many cities were more expensive.

The tobacco and alcohol index remained unchanged during the month, but was 9.7 per cent higher than the September 1967 level of 128.6.

Group indexes a year ago in September were: food 148.5; housing (shelter and household operation) 152.6; clothing 134.7; transportation 158.4; health and personal care 191.4; recreation and reading 168.7; and tobacco and alcohol 128.6.

City Consumer, Sept. 1968

Between August and September, consumer price indexes advanced in six regional cities and city combinations and declined in four, movements ranging from a rise of 0.9 per cent in Winnipeg and Edmonton-Calgary to a decrease of 0.6 per cent in St. John's.

Food indexes advanced in western cities, but declined in cities east of Winnipeg. Housing and clothing components increased in eight cities, declined in one, and remained unchanged in one. The transportation, recreation and reading indexes rose in all ten cities and city combinations. Health and personal care indexes advanced in four cities and were unchanged in six. Tobacco and alcohol prices remained at their August level in all cities.

Regional consumer price index point changes between August 1968 and September 1968 were as follows: Winnipeg + 1.4 to 152.7; Edmonton-Calgary + 1.3 to 147.9; Saskatoon-Regina + 1.1 to 147.1; Vancouver + 1.0 to 150.1; Toronto + 0.3 to 157.7; Halifax + 0.2 to 148.3; Saint John — 0.1 to 151.3; Montreal — 0.4 to 153.3; Ottawa — 0.6 to 155.1; St. John's — 0.8 to 137.1.*

Wholesale, September 1968

The general wholesale index (1935-39 = 100) rose to 271.0 in September, 0.5 per cent higher than the August index of 269.7, and 2.2 per cent above the September 1967 index of 265.1. Four of the eight major group indexes were higher, and three declined. The non-metallic mineral products group index was unchanged at 206.4.

The animal products group index advanced 1.4 per cent to 304.2 from 299.9 on higher prices for fish, milk and its products, eggs, fresh meats and livestock. An increase of 1.3 per cent to 370.0 from 365.3 in the wood products group index reflected price increases for cedar and spruce.

The chemical products group index declined 0.6 per cent to 214.6 from 215.9 in response to lower prices for fertilizer materials. Minor increases occurred in two major group indexes, textile products to 257.0 from 256.5 and non-ferrous metals products to 245.6 from 245.3. Decreases of 0.2 per cent or less were recorded for two major group indexes, vegetable products to 229.0 from 229.4, and iron products to 276.9 from 277.2.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.8 per cent to 264.1 from 266.2 in the three-week period August 30 to September 20. The animal products index moved down 0.1 per cent to 345.9 from 346.2, and the field products index declined 2.0 per cent to 182.4 from 186.2.

U.S. Consumer, August 1968

The United States consumer price index (1957-59 = 100) rose 0.3 per cent from July to August. The index in August was 121.9 which was 4.3 per cent higher than a year ago.

Food prices were 0.6 per cent higher than a month earlier with some categories showing marked increases. Canned goods rose 2.7 per cent and cereals and bakery products, 1.8 per cent. Apparel and upkeep prices increased 1.0 per cent.

British Retail, July 1968

The British index of retail prices (January 16-1962 = 100) was 125.5 at July 16, compared with 125.4 at June 18, and 119.2 at July 18, 1967.

The index for foods, the prices of which are affected by seasonal variations, dropped by about one per cent to 124.2, compared with 125.6 in June. The index for the food group as a whole declined to 123.8, compared with 124.1 in June. Reductions in the prices of tomatoes and carrots were partly offset by an increase in the price of milk.

The miscellaneous goods group index rose by less than 0.5 per cent to 127.1, compared with 126.7 in June.

As a result of increases in the average levels of charges for a number of services, such as admission to cinemas, hairdressing and dry cleaning, the index for the service group as a whole rose by nearly 0.5 per cent to 131.8, compared with 131.3 in June.

In the remaining eight groups, there was little change in the general level of prices.

Part-time Employment In Five European Countries

World War II heralded the beginning of manpower's recognition of women as a permanent part of the labour force.* War production commandeered all women, 65 or under, married or unmarried, qualified or not, to feed the war machine. After the war, large numbers of women chose to remain employed, and later, the manpower shortage from 1950 onward provided a continuing need for their services. Because of these two periods of labour shortages, employers were obliged to adapt their timetables to allow part-time employment for a substantial proportion of married women.

Part-time employment has continued to increase in the United Kingdom to the extent that the 1961 census shows that two million of the 25 million working population are part-time workers. This is double the number in 1951. Distributive trades account for approximately one million of the total number in part-time employment; the remainder is fairly evenly divided with 500,000 in industry and 500,000 in the tertiary sector.

Married women hold most of the part-time jobs and they are entering the labour market in steadily increasing numbers. Out of every 100 gainfully employed women, 53 are married and 45 per cent of these are part-timers.

Until recently there were no part-time jobs in the Civil Service (aside from cleaners), but now the Government is promoting part-time employment. At present only 4.1 per cent of all civil servants are part-time workers, but the trend is expected to continue. The Government is trying also to convince the local authorities responsible for the employment of teachers to increase their ranks by hiring more part-time teachers. In spite of difficulties, the number of part-time teachers rose from 13,830 in 1960 to 36,200 in 1966.

Recruitment is aimed mainly at married women. The Trades Union Congress reported that one-third of the nursing profession is working part-time, 17.7 per cent of the female labour force in the electrical and engineering fields is part-time, 17.9 per cent in the chemical industry, more than 28 per cent in the food industry and 15.9 per cent in the textile industry.

Germany

There were four jobs for every person seeking part-time employment in Germany in 1965. The extremely acute manpower shortage, particularly in the industrial sector, continued up to the end of 1966, then supply seemed to balance demand. A 1961 census of non-agricultural employment listed over seven million gainfully employed women, of whom 11.3 per cent were employed part-time. A partial census in 1964 and 1966 showed that the number of part-time women wage earners had increased from 15.4 per cent to 18.2 per cent, thus exceeding the million mark. The total number of part-time clerical and other workers in 1964 was about one million, and in 1966 it had risen to 1.2 million.

Women generally dominate the part-time areas of employment, but the married woman has now taken the lead in this field. In April 1966, there were more than 9½ million gainfully employed women in Germany. In a five-year period (June 1961 to April 1966), the percentage of married women in the area of total gainfully employed women had risen from 45.5 per cent to 51.2 per cent.

In the public services, manual and clerical workers are permitted to work part-time, but in the civil service, employment rules do not, in principle, allow this type of employment. The part-time employment of nurses varies according to region.

Sweden

Trade unions and women's organizations in Sweden are watching the development of part-time employment very carefully, and will encourage it as long as it favours the social promotion of women and national economic growth. The working population of Sweden is close to four million of whom almost 1½ million or 37 per cent are women. A 1965 Ministry of Labour survey, covering 746,630 wage earners (525,791 men and 220,839 women), revealed that 28,794 or 13 per cent of these women were part-timers. The percentages vary according to the social and occupational group and to the size of the town. The following are some of the main occupations with the total number of women workers and percentages of women working part-time: retail trades, 21,942 (28.4 per cent); hospital work, 51,460 (12.1 per cent); office work, 12,670 (16 per cent); chemical industries, 7,557 (12.7 per cent); and textile industries, 31,594 (10.3 per cent).

There is a noticeable increase in the number of women with no occupational skills who are taking training courses. In 1959-60, there were 1,700 women enrolled and in 1961-62 the number had risen to 7,300. A follow-up survey showed that 54 per cent of the women who had attended these courses were now in full-time jobs and 42 per cent in part-time jobs.

Belgium

There is a rather low rate of female employment in Belgium which accounts, in part, for the limited number of women working part-time. Of the 1.1 million women gainfully employed, 50,000 are engaged in farming, rather more in the manufacturing industries and approximately 750,000 in the tertiary sector (services, trade, banking). Part-time work in industry is non-existent and the number of women in part-time jobs in the tertiary sector is 50,000 or 6.5 per cent of the total labour force in this sector.

Denmark

The national economic growth and recent industrialization are making increasingly heavy demands on Denmark's manpower. Part-time employment is growing because of this, but at a very slow pace. Industrial trade unions have remained hostile to this type of employment. In the tertiary sector, part-time work has become widespread, but in industry it is practised only as a form of evening work, never during the day-time.

Three surveys of part-time work have been made, the first of which covered the years 1951 and 1962. The sample included 25 large Danish undertakings. In this eleven-year span, the numbers of part-time office workers rose from 11.8 to 38.3 per cent; retail trade 16.9 to 31.3 per cent; and wholesale trade 2.8 to 14.9 per cent. In 1963, a survey was made of the industrial sector and the results showed that of the 51,000 female operatives, 5.6 per cent were employed on a part-time basis and 15.5 per cent of the 9,785 female clerical workers were working part-time.

Women's Bureau

*This article is a condensation of Chapter I, "Part-time Jobs in Various Countries," *Part-time Employment: Its Extent and Its Problems*, by Jean Hallaire, Organization for Economic Co-operation and Development Publications, Paris, 1968.

Kingston General Hospital Prevocational Program

An important measure of success in the rehabilitation of a disabled person is his ability to maintain himself in the community independently. In the case of men and women of working age, this includes the ability to be financially independent and gainfully employed.

Many disabled persons experience considerable difficulty making the transition from the role of patient to that of breadwinner. During this period, patients need time to adjust their thinking and self-concept, to build their confidence, to find and accept realistic vocational objectives, and to develop sufficient tolerance for a full day's work. Prevocational programs are designed to assist patients who have difficulty in making this transition. The prevocational program at the General Hospital in Kingston, Ont., uses this policy to evaluate patients with major vocational problems and prepare them for a return to gainful employment. The Rehabilitation Centre for eastern Ontario and Queen's University work together with the hospital to provide occupational therapy to help patients progress from the treatment setting to some of the social and work stations available outside the hospital ward.

Close co-operation is possible between medical staff, vocational counsellors, and workers who supervise patients. By using existing work stations in the university and hospital, it is also possible to eliminate the high capital cost of building and equipping an assessment workshop, to reduce the number of staff needed to operate the program, and to provide a wide range of settings for vocational evaluation.

The services of the prevocational program are designed for patients with complex and difficult problems and are of maximum value to the patient whose primary disability is complicated by one or more of the following: emotional maladjustment, limited education, social problems, poor work history, low intelligence, limited financial resources, unrealistic vocational goals, or a lack of knowledge of available sources of help. Such a person can usually benefit from a comprehensive program of vocational rehabilitation that offers assessment and work adjustment.

It is important to have a precise diagnosis before beginning a prevocational program. Patients are first evaluated by the medical staff of the Rehabilitation Centre. If the primary disability is psychiatric, the hospital's Department of Psychiatry provides an evaluation. Additional advice, investigation, or treatment may be obtained from other specialists at any time during the program.

A social assessment is also obtained. Advice and aid are available from a social worker, usually provided by the Ontario Department of Social and Family Services or from the Regional Rehabilitation Centre.

Each person who is referred to the program receives a standard series of tests for intelligence, personality, decision-making skills, and interests. Supplementary tests are given when appropriate. The results, which help provide necessary knowledge of the individual for the counsellor, are explained to the client, and goals are discussed with him.

When the prevocational program seems to be indicated, it is described and discussed, along with other possibilities proposed by the counsellor or the client. If the client chooses to try the program, sponsorship is sought for him.

The program varies in duration from three weeks to nine months. It begins with occupational therapy, where the patient's behaviour in a work situation can be observed and poor work habits corrected. Endurance and productivity can also be assessed.

When the patient has successfully completed a period in occupational therapy, he is rotated through a variety of work situations in the hospital or at the university. The number of work situations varies from three to eight, with an average time of two to three weeks in each. In selecting a job station, attention is paid to the interests and abilities of the patient, the objectives of his program, and the nature of the supervision and social interaction that go with the job.

Each week, an evaluator interviews the superior and fills out a report on the client's work. Regular counselling sessions are held to discuss with the client his progress and problems. Group discussions, held every two weeks, deal with placement, work adjustment, and other topics of interest to the group.

Representatives from the Canada Manpower Centres are called in early in the program. They attend the group discussions and receive verbal and written reports on clients when they are considered ready for placement. Clients also are expected to make additional efforts to locate jobs.

After placement, counselling continues until the client seems comfortable and secure in his job. This may be for as long as six months. The client is encouraged to return to discuss any problems that may arise subsequently. Follow-up interviews are routinely scheduled for three months, six months, one year and two years after placement.

Manpower Utilization Branch
Department of Manpower
and Immigration

Familiar Topic Eases Discussion

A new labour-management committee in North Bay, Ont., overcame a tendency to "wander around" by anchoring one foot on familiar ground. It eased itself into the framework for joint consultation by tackling a subject that company and union were accustomed to discussing together.

The Rahn Metals Limited committee chose as "familiar ground" the topic "Safety."

Robert McEwen, the General Manager, recalls the opening meetings: "We knew that the material for discussion was there, but we had trouble latching onto it. There was a tendency to wander around because we weren't used to working as a discussion group. We solved that difficulty, though, by taking on a familiar topic. The inquiry into safety really brought us together. It also contributed to a reduction in accidents."

According to union and management spokesmen, safety was a topic the members of the committee believed they could speak out on. The committee was set up last July. Rahn Metal's 100 hourly-rated employees belong to Local 6609, United Steelworkers of America (AFL-CIO/CLC).

The production engineer, Joseph Whiteley, remembers the opening meetings specifically because, "I felt there wasn't enough communication." He says people were held back by the nagging question: "What's going to happen if I say what I think?"

After the initial meetings, however, the six members of the committee became more accustomed to speaking out. "We've been getting more feedback," says Mr. Whiteley. "There's a free exchange between the employees and the supervisory staff, which has helped me gauge the thinking of the employees."

Raymond Barbe, a welder who sits on the committee, puts it succinctly when he says: "We find out the truth at these meetings." Mr. Barbe says the committee's ability to communicate "with a freer attitude" has gone a long way toward knocking the bottom out of rumors in the two departments of the plant. The metalworking division makes bronze castings, used principally as replacement parts for mining machinery. The plastics division produces polyethylene pipe and fittings for drainage and pressure lines. A five-mile water line supplying water to Cache Bay is made of Rahn polyethylene pipe.

Committee Clarifies Issues for Bargaining

Both union and management personnel have high praise for communications at Twin Cities Co-operative Dairy Limited, in Halifax, N.S. They attribute much of the success to the active role played by the labour-management consultation committee.

"It is always difficult, especially on short notice, to pinpoint specific accomplishments of the committee," said President and General Manager Harold F. Curry, "but we are all very pleased with the results derived from the committee since it was formed on April 4, 1967."

Speaking for the plant's personnel, represented by Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), Roy Terrio, the Local's Vice-President and LMC Secretary, draws attention to the "friendly, understanding atmosphere that prevails throughout the operation since the committee was organized."

Mr. Terrio has found that most plant problems, except those confined to the bargaining table, are solved by the committee discussions.

Mr. Terrio is impressed with management's attitude toward the provision of canteen facilities for the workers at the plant. After discussion at a committee meeting, permission was granted to have canteen services.

"After a trial period," said Mr. Terrio, "it was found that the canteen idea was not satisfactory and it was discontinued. But it was gratifying to the workers to have management go along with their initial suggestion, even though they believed from the start that the canteen was a misadventure."

The dairy business, like most others in this age, is a constantly changing one, points out Mr. Curry. "Alterations and improvements are constantly being effected to our delivery equipment, and the ideas along that line that have come from the consultation committee have proved very useful," he noted.

Recently the dairy began experimenting with a computer system for use in handling the route accounts. Two members of the consultation committee work with Mrs. Diane Peters, who is in charge of the operation, in assessing its value to the firm.

These articles are reprinted from the September issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Employment Review For September

Employment decreased by 256,000 to 7,709,000 in September, but was 198,000 more than in the same period a year ago.

The labour force, at 7,971,000, was 313,000 lower than in August, but was 241,000 higher than in September 1967.

Unemployment decreased by 57,000 to 262,000, well above the average August-September decrease in the past five years. It was 43,000 higher than in September 1967.

Unemployment in September represented 3.3 per cent of the labour force, compared with 2.8 per cent in September 1967 and 2.7 per cent in September 1966.

Between August and September, the decrease in employment of persons 14 to 24 years of age was 382,000. Employment of persons 25 years of age and over increased by 126,000.

Employment

Employment, at 7,709,000, decreased by 256,000 between August and September.

Farm employment decreased by 48,000 between August and September. The decrease of 208,000 in non-farm employment was shared by trade, 59,000; construction, 33,000 public administration, 32,000; manufacturing 30,000; transportation, communication and other utilities, 20,000; and finance, insurance and real estate, 18,000.

Between September 1967 and September 1968, farm employment decreased by 30,000. Non-farm employment increased by 228,000 over the same period, the largest increase being in community, business and personal services, 125,000. Smaller gains occurred in manufacturing, 56,000; trade, 32,000; and public administration, 15,000. Employment in construction showed a decrease of 14,000.

Employment was higher than a year ago in all regions. The largest increase was in the Prairies, 3.9 per cent, followed by Ontario, 3.5 per cent, British Columbia, 2.4 per cent, and the Atlantic region and Quebec, 1.3 per cent.

There was an unusually large decline in unemployment, 57,000, between August and September, compared with an average decrease of 27,000 for the same period in the preceding five years. The number of unemployed teen-agers dropped by 24,000. Total unemployment, at 262,000, was 43,000 higher than a year ago.

Of the 262,000 unemployed in September, about 36 per cent had been unemployed for less than one month, 35 per cent for one to three months and 29 per cent for four months or more.

Employment and Social Problems of Older Workers — Part II

Many countries have active programs concerning placement in suitable work for older persons whose trades or jobs have disappeared because of technological advances.*

The value of older workers in helping to train key workers and specialists has long been recognized and encouraged. Training and retraining programs for older workers have recently been started in northern France for ex-textile workers and in Belgium for ex-miners. Sweden as well provides a wide range of special training opportunities for aging workers. These include:

- courses for pensioners only, as caretakers, guards and custodians;
- refresher courses for nurses and physiotherapists who are returning to the labour force;
- courses for nurses' aides and home visitors; and
- courses for older office employees, generally at lower levels of specialization.

The success of these training courses can be attributed to three main factors. Assistance of experienced vocational guidance staff is essential in helping the older worker select his choice of trade. The fullest possible use is made of previous knowledge and experience. And training methods are flexible and related to the individual rather than the group. The administrators of placement programs for redundant older workers realize that the vast majority of older men and women retain a learning capacity that diminishes slowly. Little is lost through aging, and this is often compensated for by other factors such as reliability, experience and stability of purpose.

A large steel company in the United Kingdom faced the problem of training older workers to operate new electric arc furnaces, which were being installed in the smelting shops to replace open hearth furnaces. In designing the training program, the company assumed that older trainees tend to absorb what they see rather than what they hear. The lectures were kept to a minimum, and initial training consisted of simulated exercises. Once the procedures had been grasped, the trainees were able to practise by themselves and at their own pace. The simulation training was highly successful, and after a period of practical training on similar processes in other factories, the men were able to operate the new plant as soon as it was opened.

The training or retraining of older workers is not always possible or practical, but there are measures that may be taken to lengthen their work careers. Job redesign—a special field of the rapidly developing new science of ergonomics (L. G., Aug., P. 478)—can help considerably to reduce the stresses of work. By removing or modifying the features that make too great a demand on the older worker, huge benefits can be gained both in productivity and in the well-being of the worker himself. This "fitting of the job to the man" need only include, in many cases, relatively simple and inexpensive modifications to tools, machines and workplaces.

Another approach is to transfer the older worker to a more "sheltered" job within the same undertaking—from heavy to light work. This, however, requires the application of scientific method to personnel policy to make selective replacement of workers according to their changing capabilities. In addition, it requires on the part of the personnel officer a good knowledge of the psychological problems of older workers. In particular, he must bear in mind that transfers to more suitable work often involve a considerable lowering of status and wages and can be a demoralizing experience for the older worker.

Part-time employment can often offer a solution in special cases, particularly in countries with pension schemes that permit older people to supplement their incomes.

The foremost needs of the retired persons are means of support, health care and appropriate housing. Many developing countries are gradually introducing national pension schemes or transforming private provident funds into national funds. It is necessary, however, to distinguish between:

- schemes providing benefits, but not subject to a condition of retirement; and
- schemes in which retirement is an important condition of eligibility. If older persons receive both old-age benefits and wages, a number of these able-bodied workers will remain in active, productive life.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

*Part I of this article appeared in our November issue. The article is based on a report of the International Society for Rehabilitation of the Disabled in the July 1968 issue of its publication, *International Rehabilitation Review*.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during September. It granted six applications for certification, rejected two, and denied one request for the review of an earlier decision. During the month, the Board received six applications for certification and allowed the withdrawal of one. One application was received for the Board to prescribe a provision for the final settlement of differences under Section 19 of the Act.

Applications for Certification Granted

1. *Syndicat général du cinéma et de la télévision (CNTU)* on behalf of a unit of personnel of the Canadian Broadcasting Corporation employed in its news broadcast service in the cities of Montreal and Quebec. (L. G., Oct., p. 595). Canadian Wire Service Guild, Local 213, American Newspaper Guild, Association of Radio and Television Employees of Canada and Canadian Union of Public Employees had intervened.

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees in the interprovincial road transport operation of Conrad Brothers Limited, Dartmouth, N.S. (L. G., Sept., p. 543).

3. International Union of District 50, United Mine Workers of America, Local 13946, on behalf of a unit of personnel of the Central Mortgage and Housing Corporation employed at *Habitation Orléans*, Longueuil, Que., and *Appartements Bellerive*, Ville Jacques-Cartier, Que. (L. G., Sept., p. 543).

4. Millwrights Local 2736, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of millwrights employed by The Ralph M. Parsons Construction Company of Canada Ltd., Toronto, Ont., at the Faro Camp of the Anvil Mining Corporation Limited project in the Vangorda area of the Yukon Territory. (L. G., Oct., p. 596).

5. Association of Employees of Imperial Roadways Limited, on behalf of a unit of highway drivers employed by Imperial Roadways Limited, Winnipeg, Man. (L. G., Nov., p. 649).

6. Canadian Merchant Service Guild on behalf of a unit of mates employed aboard the vessel M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (L. G., Nov., p. 649).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Merchants' Speedy delivery Limited, Windsor, Ont., respondent. (L. G., Oct., p. 595). The application was rejected for the reason that is was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Canadian Merchant Service Guild, applicant, Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited and Island Shipping Limited, Toronto, Ont., respondents, and National Association of Marine Engineers of Canada, intervener. (L. G., Oct., p. 596). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Request for Review Denied

The Board denied a request by the Canadian Brotherhood of Railway, Transport and General Workers seeking amendment of the certificate issued by the Board on December 28, 1962, which certified the union as the bargaining agent for a system-wide unit of employees of the Canadian National Railways. The application involved a proposed variation in the certificate to include the recently integrated Carload and Express Claims office in Toronto in substitution for the former office of Freight Claims Agent. (L. G., Sept., p. 544). The request was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Applications for Certification Received

1. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Chemainus Towing Co. Ltd., Duncan, B.C. (Investigating Officer: C. M. Gilmour).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the vessel *Haida Transporter* by Kingcome Navigation Company Limited, Vancouver, B.C. (Investigating Officer: C. M. Gilmour).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Bushnell T V Co. Limited (CJOH-TV), Ottawa, Ont. (Investigating Officer: P. Stoochnoff).

4. General Truck Drivers & Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of B.D.C. Ltd. (Bankers Dispatch Corp.), Vancouver, B.C. (Investigating Officer: D. H. Cameron).

5. United Steelworkers of America on behalf of a unit of employees of Louis Dreyfus (Canada) Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet).

6. Amalgamated Meat Cutters & Butcher Workmen of North America, Local P1145, on behalf of a unit of employees of Red Deer Seed Co. Ltd., Red Deer, Alta. (Investigating Officer: D. H. Cameron). (See also Application for Certification Withdrawn, below).

Application for Certification Withdrawn

United Packinghouse, Food and Allied Workers, Local 1145, applicant, and Red Deer Seed Co. Ltd., Red Deer, Alta., respondent. (L. G., Nov., p. 649). (See also item 6, Applications for Certification Received, above).

Application under Section 19 Withdrawn

Canadian Air Line Employees' Association with respect to differences involving the interpretation or application of its collective agreement with Air Canada, Montreal, Que. (L. G., Oct., p. 596).

Conciliation and Other Proceedings Before the Minister of Labour

During September, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Maple Leaf Mills Limited, St. Boniface Man., and Local 534, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

2. Camirand Cartage Limited, Ville St-Pierre, Que., and Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet).

3. Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Local 803, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Eldorado Nuclear Limited (Beaverlodge Operation), Eldorado, Sask., and Local 913, United Steelworkers of America (Conciliation Officer: A. E. Koppel).

5. Canadian Arsenals Limited, Toronto Township, Toronto, Ont., and the Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

6. Trove Transport Limited (maintenance division), Pembroke, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

Settlements by Conciliation Officers

1. National Harbours Board, Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., Nov., p. 650).

2. Canadian Marconi Company, Montreal, Que., and Salaried Employees Association (Marconi) (Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet) (L. G., Oct., p. 596).

3. The Broadcasting Division of Canadian Marconi Company, Montreal, Que. and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L. G., Oct., p. 596).

4. *Les Minoteries Phenix Limitée*, Montreal, Que., and *Le Syndicat National des Employés des Minoteries Phenix (CSN)* (Conciliation Officer: R. L. Fournier, reassigned to C. E. Poirier) (L. G., Aug., p. 482).

5. Kingsway Freightlines Limited, Calgary, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 482).

6. Canadian Lake Carriers' Association (representing a number of Great Lakes Shipping Companies) Montreal, Que., and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier, reassigned to G. R. Doucet) (L. G., July, p. 412).

Conciliation Board Appointed

Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Oct., p. 596).

Arbitration Board in Contract Dispute

Federal Electric Corporation, Paramus, New Jersey, and Local 2085, International Brotherhood of Electrical Workers. The members of the Board are company nominee R. A. Gallagher, Q.C., and union nominee W. S. Martin, Q.C., both of Winnipeg. The Chairman, His Honour Judge J. C. Anderson of Belleville, Ont., was appointed by the Minister on September 27, 1968.

Board Reports Received

1. Quebecair, Montreal, Que., and the International Association of Machinists and Aerospace Workers (L. G., Nov., p. 650).

2. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 597).*

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Board Reports of Settlement

1. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (see above).

2. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (L. G., Nov., p. 650).

Strike Action

Quebecair, Montreal, Que., and International Association of Machinists and Aerospace Workers (Strike commenced September 19 and terminated September 23; agreement reached following mediation services by C. E. Poirier and G. R. Doucet) (see above).

Strikes Terminated

1. Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and United Steelworkers of America (Strike terminated September 12) (L. G., Nov., p. 651).

2. Federal Grain Limited; Manitoba Pool Elevators; McCabe Grain Company Limited; National Grain Company Limited; Parrish & Heimbecker, Limited; N. M. Paterson & Sons, Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited; Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. The strike terminated on September 15 and outstanding issues were submitted to voluntary arbitration (Mediators: W. P. Kelly and D. S. Tysoe) (L. G., Oct., p. 597).

*Full text in Supplement No. 5, 1968

Legal Decisions Affecting Labour

The Supreme Court of Canada has held a Quebec decree respecting the Retail Food Trade in the Montreal region as valid and applicable to any retail establishment that has work done by an employee.

The Nova Scotia Supreme Court has ruled that the IRDI Act applies to maintenance employees of a company engaged mainly in dredging, marine construction and salvage.

Legislation Branch

The Supreme Court of Canada, by a unanimous decision on May 22, 1968, dismissed an appeal from a judgment of the Quebec Court of Queen's Bench rendered on October 23, 1967 (R.J.B.R. No. 2, p. 97), and upheld the validity of a governmental decree, No. 921, issued on May 4, 1965 under the Quebec Collective Agreement Decrees Act concerning the extension of a collective labour agreement respecting the Retail Food Trade in the Montreal Region.

Further, the Court held that the decree was applicable only to the employers as defined in the Collective Agreement Decrees Act—that is, to those persons, companies or corporations who have the work done by an employee.

Circumstances of Dispute

In his reasons for judgment, Mr. Justice Pigeon of the Supreme Court of Canada noted that the decree in question contained provisions not only regarding the duration of work and the wages of employees in the retail food stores in the Montreal area, but also establishing the hours of work of personnel employed in the sale of food products.

As soon as the decree had been rendered, Steinberg's Limited declared publicly that the company considered the decree not valid, and it refused its application. The Parity Committee of the Retail Food Trade (Montreal Region) brought penal proceedings against Steinberg's and applied for an injunction ordering the company to comply with the decree.

The prosecution was stopped by a writ of prohibition granted at the request of the company on December 6, 1965 by the Superior Court (Montreal), which declared the decree not valid, and rejected the request for an injunction. On appeal, the Court of Queen's Bench, by a majority decision rendered on October 23, 1967, declared the validity of the decree,quashed the writ of prohibition, and enjoined Steinberg's Limited to comply with the decree.

Grounds for Appeal

The judgment of the Court of Queen's Bench was appealed by Steinberg's to the Supreme Court of Canada on the following grounds:

1. the collective agreement which brought about the decree was without legal value because, according to its terms, its coming into force depended on the proclamation of the decree in question;
2. the real intention of the decree was the regulation not of labour relations but of the retail food trade;
3. the collective agreement not being in force could not acquire preponderant importance and significance; and
4. the decree contained clauses outside the statutory provisions regarding such decrees, and such clauses could not be invalidated apart from the whole decree.

Agreement Subject to Condition

The collective agreement concluded on November 27, 1963 between *Le Syndicat de l'alimentation au détail de Montréal (C.S.N.) and l'Association des détaillants en alimentation du Québec Inc. (Section de Montréal)* provided in clause 8 that the agreement would come into effect at the same time as the decree respecting the retail food trade in the Montreal region, and would continue in force until March 31, 1966.

Steinberg's submitted that, because the Collective Agreement Act, R.S.Q. 1941, ch. 163 (at present Collective Agreement Decrees Act, R.S.Q. ch. 143) provides in Art. 2 that "The Lieutenant-Governor in Council may order that a collective agreement respecting any trade, industry, commerce or occupation, shall also bind all the employees and employers . . .," a decree cannot be issued without a collective agreement already having come into effect. It was contended further that the minister cannot, as required by Article 6 of the Act, assess "That the provisions of the agreement have acquired a preponderant significance and importance for the establishing of conditions of labour," if a collective agreement has not already come into effect.

Mr. Justice Pigeon rejected these contentions. Applying general principles of law, he held that nothing prevents an agreement from being subject to a suspending condition. A contract is valid from the time of its conclusion, even when the resulting obligations are subject to a condition.

Mr. Justice Pigeon did not accept the contention that the minister could not take a stand that a collective agreement has acquired a preponderant significance and importance before such agreement came into effect. He admitted, however, that the significance and importance of a collective agreement are not the same when the agreement is subject to a condition and when it is not. But it could not be claimed that such significance and importance do not exist. It is for the minister to assess these factors and not for the courts.

Since the law does not expressly require a collective agreement to be in force before a decree could be issued, the general principle of freedom of agreements should be applied in accepting a conditional agreement. It is for the minister to decide whether a condition attached to an agreement has deprived it of a degree of importance justifying a decree.

Issue of Excess of Jurisdiction

Examining the submission that the decree in question dealt with matters

outside the limits fixed by the law, Mr. Justice Pigeon outlined the historical evolution of the legislation regarding the extension of collective agreements by decrees. At the beginning, the law provided that only the provisions of a collective agreement regarding wages and hours of work could be imposed on the employers subject to a decree. In 1937, a provision was added allowing to render obligatory by a decree some other provisions of a collective agreement, "and also such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of this Act."

Soon after the new provision came into effect, a decree was published concerning the shoe repair trade. The decree dealt not only with the wages and hours of work, but also with the minimum prices to be charged to the public for such repairs. This provision of the decree was challenged by a writ of prohibition and declared not valid by the Superior Court and the Court of Appeal (*Procureur Général de Québec v. Dame Lazarowitch*), 1940, 69 B.R. 214.

The Court ruled that the provisions "in conformity with the spirit of this Act," comprised only those provisions concerning the relations between the employer and employee. The essence of the judgment was contained in the following statement made by Mr. Justice Barclay:

> Upon a true construction of the Act itself, it is clear that the object and purport of the Act is to regulate the relationship between employers and employees *inter se*, and when recognized bodies make what appears to be a reasonable agreement considering local conditions, their agreement may be extended to and enforced against all other(s) in the same industry, even though not parties to the agreement, and the Act is careful to set forth what kind of arrangements can be made obligatory under such circumstances. But the class of persons thus affected must be employers and employees only. Other individuals and the public at large are not concerned and are not contemplated.

The legislature accepted this interpretation, and in 1941 it amended the Collective Agreement Act by adding to Sec. 10 the following provision: "The decree may render obligatory minimum prices to be charged to the public for the services of barbers and hairdressers."

According to Mr. Justice Pigeon, this statutory exception confirmed the general rule that was the basis for judgment in the *Lazarowitch* case.

Another judgment that was followed by a change in the statute was the decision in *F. W. Woolworth Co. Ltd. v. La Cour des sessions de la paix* (1961, C.S. 48). The issue again was an application for a writ of prohibition against a decree that specified the duration of work in the stores by ordering "the hours for the beginning and cessation of the work of selling." The Superior Court ruled that the decree dealt with the closing time and that such provision was not allowed by the statute. The judgment was rendered in August 1959, and in March 1960 the Collective Agreement Act was amended by adding to Sec. 9 the following:

> Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement, those specifying working days and non-working days or parts thereof, as well as the time when a working day shall begin and end for each category of employees.
>
> However, in any territory where there is in force a bylaw adopted under the Early Closing Act or under any other general law or special act, relating to the same purpose, the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said bylaw to be kept open.

After this amendment was made, the Quebec Court of Appeal decided unanimously that a decree respecting the distributors of bread in the Montreal region validly prohibited any delivery on Sundays and Wednesdays (*Richstone Bakeries Inc. v. La Cour des sessions de la paix*, 1964, B.R. 97).

In the opinion of Mr. Justice Pigeon, by the 1960 amendment the legislature authorized the determination by decree of the working days and the hours of work in stores. A reference in the Act to the Early Closing Legislation points out that the legislator wanted to reconcile the powers granted to municipalities under this legislation with the powers attributed to the Lieutenant-Governor in Council. The latter cannot determine the hours of work outside the period during which the municipal bylaw allows the opening of commercial establishments.

If, according to Mr. Justice Pigeon, the intention of the legislator was that the Lieutenant-Governor in Council could not restrict the opening hours, the relevant statutory provisions would be worded in a different way. The present wording of the statute clearly implies that he can do so. Since the power was expressly granted with reference to the regulation of trade, it could not be said that the decree in question indirectly attempted to regulate the retail trade under the guise of controlling hours of work. The legislator has foreseen such effect and authorized it under one condition only—namely, that a decree would not allow the work during the hours prohibited by the municipal bylaw.

"Employer" and Monday Closing

Mr. Justice Pigeon next considered the question of whether all the provisions of the decree relating to working days and hours of work were authorized by the law. In particular, he examined the reservations made by the appellant regarding the employers covered by the decree and the prohibition of the sale on Mondays before 1 p.m.

The decree defines the "employer" as follows (Art. 1.01 para. (c)): The term "employer" designates any person, company or corporation owning or operating a commercial establishment subject to this decree.

The definition or retail trade contained in the decree (Art. 2.00 (a)) reads as follows:

> The retail trade concerned in this decree covers peddling or any other sale or delivery in the territorial jurisdiction, by a person who does not have a commercial establishment. Any establishment selling food products on a wholesale-retail basis is, for the purposes of the decree, considered as a retail outlet and is then subject to the provisions of this decree for all its activities.

The decree prohibited any sale on Mondays before 1 p.m. (Art. 3.05): "*Monday:* In establishments subject to this decree, sales are forbidden up to 1 p.m."

Mr Justice Pigeon noted that the definition of employer in the decree exceeded the definition contained in Sec. 1(f) of the Collective Agreement Decrees Act which reads:

> "employer" includes any individual, partnership, firm or corporation who or which has work done by an employee.

Counsel for the Attorney General of Quebec admitted during the hearings that the provision of the decree could not validly make subject to a decree an employer who is not an employer under the definition contained in the statute. According to the statute, an employer is a person who has work done by an employee. Under the decree, however, a person, company or corporation that operates a commercial establishment, that is a food store, is declared to be an employer even when he has no work done by an employee.

In the Court of Appeal, Mr. Justice Choquette held that the definition of the term "employer" in the decree could not change the meaning of this definition contained in Sec. 1(f) of the statute; what the definition did was to specify the kind of commercial establishment that an employer—individual, firm or corporation—should own or operate in order to be subject to this decree.

Mr. Justice Pigeon did not agree with

this approach. In his view, a decree cannot validly contain a definition that would, in effect, transgress the limits defined by the statute. It could not be said, moreover, that if a decree intended to do so, it should be considered as valid, but restricted to what is allowed by the statute. A provision in excess of authority is void entirely, and could not be considered valid to the extent of what was authorized by the statute.

It must be so, according to Mr. Justice Pigeon, in order that the citizens should not be obligated to abide by regulations ordering more than what is authorized to be demanded of them in order that the courts should not have to remake a regulation to limit its application to what could be considered as validly decreed. Regarding legislation decreed by delegation, a rule stated by the Privy Council with regard to the laws of Parliament should be applied, namely:

> The legislation will have to be carefully framed, and will not be achieved by either party leaving its own sphere and encroaching upon that of the other. (*Att. Gen. for B.C. v. Att. Gen. for Canada*, 1937, A.C. 377, at p. 389).

In that case, in spite of the provision that the law in question should apply to the extent of Parliament's jurisdiction, the Court considered the legislation as a whole and declared it invalid in its entirety.

Mr. Justice Pigeon, however, was aware of another rule of interpretation: If it is possible, one has to interpret a legislative text so as to avoid declaring it not valid because of excess of jurisdiction. Nevertheless, the Supreme Court of Canada, in *McKay v. La Reine* (1965, R.C.S. 798, at p. 804), stated that this particular rule means that if a text is open to two interpretations—one that renders it valid, and another that would render it invalid—it is the former interpretation that should be accepted. This attitude is reflected in Art. 1020 of the Civil Code which reads:

> However general the terms may be in which a contract is expressed, they extend only to the things concerning which it appears that the parties intended to contract.

In the case at bar, stated Mr Justice Pigeon, there is nothing of this kind. The fact that the decree should not modify the statute is the only reason given for a departure from its literal interpretation. It has been noted that the rule pronounced in *McKay v. La Reine* is not that everything should be done in interpreting a statute to avoid making it invalid because of excess of jurisdiction, but that, being confronted with the possibility of two interpretations, the interpretation that would prevent invalidity should be chosen. Consequently, to apply this rule, it is essential to find first of all a valid reason for the departure from a literal interpretation, when such interpretation points to invalidity of the decree. In the case at bar, no such reason was given.

Is it possible to accept the argument that when the term "employer" was defined in the decree as "any person . . . owning or operating a commercial establishment subject" the decree referred in reality not to "any person" but to "any employer," and the wording actually used was prompted by the fact that the absence of employees is contrary to the meaning of "employer." If so, this would mean that each time a legislative definition is contrary to the ordinary meaning of the word, such definition could be interpreted in a sense that is other than literal, even when the definition was perfectly clear and unequivocal. Such an approach was not acceptable to Mr. Justice Pigeon.

Mr. Justice Pigeon stressed that, in the first place, the basic rule of interpretation is to find the intention of the legislator. This is done not by searching for what the legislator supposedly wanted to say, but by considering the text itself: "The question is not what may be supposed to have been intended, but what has been said." (*Toronto Railway Co. v. City of Toronto*, 37 S.C.R. 430 at p. 434).

In the second place, the very aim of legislative definitions is, generally speaking, to deviate from the ordinary meaning of a word. For example, in 1964, the Ontario legislature enacted that a longbow or a crossbow is a firearm within the meaning of the Game and Fish Act.

According to Mr. Justice Pigeon, there is no reason for rejecting the literal definition of "employer" that would include those who do not have employees. In this respect, there would be a similarity with the definition of a firearm which applies to a longbow or a crossbow.

It was Lord Halsbury who said that "the law is not always logical at all" (*Quinn v. Leathem*, 1901, A.C. 495, at p. 506). The duty to apply law as it was written signifies that, if the text is clear, the literal interpretation should not be discarded bacause it seems to be illogical.

With regard to the case at bar, Mr. Justice Pigeon noted that the definition of "employer" in the decree is exactly the same as the definition of the same word in the collective agreement whose terms were made obligatory. The provisions of the collective agreement were aimed at regulating the commercial establishments dealing with the retail food trade. Consequently, one finds provisions regarding the opening and closing hours in the agreement.

In addition, the collective agreement was aimed at those establishments that generally do not have employees, such as door-to-door salesmen. In the opinion of Mr. Justice Pigeon, within the context of the collective agreement, as it was submitted to the Minister of Labour with a request for juridical extension, it was impossible to suppose that the definition of employer was worded for any other purpose than to subject to the proposed regulations all commercial establishments as defined, whether or not they have employees, and also to bring under the regulations regarding the opening and closing hours those who work in their own business as well as others. The definition of the collective agreement being reproduced in the decree textually, it would be difficult to think that a different meaning was intended than that contained in the text from which it was derived.

Decree Valid

Before concluding—as the minority of the Court of Appeal did—that a fault in the definition made the whole decree null and void, however, it is necessary to consider, since this is an accessory provision and not the basic provision, whether this has detrimental effects. The only possible detrimental consequence might be the result of the application of Art. 3.05 of the decree, which prohibits sales on Monday before 1 p.m., as no other provision of the decree is likely to be applied to those who are not employers within the meaning of the statute.

But can it be assumed that Art. 3.05 would be applicable to all employers within the meaning of the decree? Mr. Justice Pigeon noted that the word "employer" is not to be found in Art. 3.05. Consequently, the scope of the application of this provision is not evident by itself and should be determined according to the context of the decree.

In the collective agreement, the text regarding sales on Monday followed the paragraphs regulating not hours of work, but the hours of opening and closing. Art. 3.02 of the agreement stated this expressly, as well as the subparagraph between paragraphs (c) and (d) of Art. 3.04 prohibiting the admission of a client to the store, or accepting an order by telephone "after the hour fixed for the closing."

It would be logical to interpret the disposition of Art. 3.05 of the decree in the same way. But, in the decree, the preceding paragraphs were modified and are exclusively concerned with the work of the employees. In this new context, there is no longer any reason to interpret the text as applicable to the work effected by the employers when the new wording of the preceding paragraphs shows clearly that the intention is to restrict the application of the regulation of the hours of work to those covered by the statute—that is to the work of employees.

Mr. Justice Pigeon noted further that the statute includes artisan in the defini-

tion of "employee" ("salarié"). Consequently, the decrees can certainly regulate the hours of work of artisans at the same time as the employees because they are "employees" within the terms of the statute.

Considering that, in the case at bar, it is sufficient to be able to decide that the definition of employer does not destroy the validity of the decree, to come to the conclusion that the provision regarding the Monday closing applies only to work done by employees, makes it unneccessary to consider whether those who operate the establishments and who are not employees could be considered as "employees" within the meaning of the statute. As it is, the decree does not define the term "salarié" but uses the term "employé," describing it in terms that do not include artisans.

The above observation helped Mr. Justice Pigeon to reject the objections formulated against Art. 2 of the decree regarding the definition of trade and the scope of the decree. In his opinion, the provisions of Art. 2 complete the definition of employer by helping to determine what are the establishments covered by the decree. Once it has been concluded that the definition of the employer did not make subject to the regulation of hours of work those persons who are not "employees" within the meaning of the statute, then the definition of a commercial establishment could not make the decree invalid.

The same applies to some expressions that one finds in the decree simply because not much attention was paid to the fact that the decree had the effect of replacing the regulation of the opening and closing hours of stores by the regulation of the hours of work of employees. For instance, reference is made to food products "whose sale is governed by this decree" (Art. 2.00, para. (b)), and the expression "closing time" (Art. 3.04, para (c)).

Duration of the Decree

Beside claiming the invalidity of the decree, Steinberg's contended that the decree ceased to apply starting June 1, 1967. The provision of the decree relevant to its duration contained in Art. 8.00 reads:

> The decree comes into force as of June 1 (1st), nineteen hundred and sixty-five (1965) and remains in force until June first (1st), nineteen hundred and sixty-six (1966).
>
> It automatically renews itself for one (1) year, unless one of the contracting parties gives the other a written notice to the contrary, no more than ninety (90) and no less than thirty (30) days prior to June 1 of each year. Such a notice must also be addressed to the Minister of Labour.

Steinberg's claimed that the second paragraph provided for only one renewal. Mr. Justice Pigeon admitted that Art. 8 was not well constructed, particularly considering the opening sentence of the second paragraph. On the other hand, the Steinberg interpretation is contradicted by the ending of the sentence that makes mention not of June 1, 1966, but of June 1 of "each year." The word "each" would be deprived of any significance by contending that the decree provided for only one renewal. As a matter of principle, such interpretation should be avoided and, according to Mr. Justice Pigeon, it has to be assumed that the decree was aimed at renewal each year for one year, and not at one renewal only.

Decree Not Discriminatory

The appeal to the Supreme Court of Canada against the judgment of the Court of Appeal was joined by employee associations at Steinberg's which asked that the injunction be quashed and that the decree be declared invalid. The primary contention of the associations was that the decree was discriminatory. They objected in particular to par. (c) of Art. 7.03, which deals with the general increase of actual wages, and par. (c) of Art. 7.04, which excludes from the increase of $2.50 a week those whose salaries were 20% higher than the rate provided in the decree. Art. 7.04 removed from the application of the article relating to salaries those employees who were governed by a collective agreement granting benefits that were at least equivalent to those provided by the decree.

Dismissing these objections, Mr. Justice Pigeon noted that there is nothing in the law that would define the manner in which the salaries could be regulated. There is no doubt that the decree could provide for basic rates, but there is nothing that prevents proceeding by increases. Incidentally, if the choice was made to proceed by increases, there is nothing preventing the increases from varying according to job classifications.

Further, Mr. Justice Pigeon stressed that one of the aims of the statute in question was to improve conditions of work thought to be unfavorable. Therefore, the decree could contain provisions providing for the increases in salaries of only those employees who were considered to be in an unfavorable situation. But Art. 13 of the Collective Agreement Decrees Act provided expressly for the employer the right to grant a higher salary or more extended advantages than those established by the decree. For these reasons, the Court of Appeal rightly rejected the intervention by Steinberg's employee associations, and Mr. Justice Pigeon dismissed the appeals of both Steinberg's and employee associations.

Mr. Justice Martland, with Justices Fauteux, Abbott and Ritchie concurring, agreed with the conclusions reached by Mr. Justice Pigeon, and also with his reasons. He differed from Mr. Justice Pigeon, however, on one point that did not affect the ultimate result.

He noted that the validity of the decree was challenged by reason of the definition of the word "employer" contained in it, and noted as well the use of that word in certain provisions of the decree that purported to apply it to establishments in which there were no employees, and to sales of merchandise not made by employees. It was submitted that a decree of this scope was beyond the powers of the Lieutenant-Governor in Council to enact under the provisions of the Collective Agreement Decrees Act, R.S.Q. 1964, c. 143.

Mr. Justice Martland quoted Sec. 2 of the Collective Agreement Act, which reads:

> The Lieutenant-Governor in Council may order that a collective agreement respecting any trade, industry, commerce or occupation shall also bind all the employees and employers in the Province, or in a stated region of the Province, within the scope determined in such decree.

Further, he quoted two definitions contained in the decree:

> *Employer:* The term "employer" designates any person, company or corporation owning or operating a commercial establishment subject to this decree.
>
> *Commercial establishment:* The term "commercial establishment" designates any establishment located within the territorial jurisdiction of this decree where food products are sold on a retail basis, for outside consumption.

Mr. Justice Martland noted that the word "employer," standing by itself, "would mean a person who employs the services of one or more other persons." This is the meaning of the definition of that word contained in the Collective Agreement Decrees Act, which reads:

1. (f) "employer" includes any individual, partnership, firm or corporation who or which has work done by an employee.

In his view the definition of "employer" contained in the decree should be construed according to the definition contained in the Act and could not extend to someone who is not an "employer" according to the Act. Such interpretation would conform to a rule of construction stated by Mr. Justice Cartwright (as he then was) in *McKay v. The Queen* (1965) S.C.R. 798:

> The second applicable rule of construction is that if an enactment, whether of Parliament or of a legisla-

ture, or of a subordinate body to which legislative power is delegated, is capable of receiving a meaning according to which its operation is restricted to matters within the power of the enacting body, it shall be interpreted accordingly.

The definition of the word "employer" used in the decree is capable of being interpreted as encompassing those persons, companies or corporations that have work done by employees, and which own or operate commercial establishments subject to the decree. Consequently, Mr. Justice Martland agreed with the view expressed by Mr. Justice Choquette in the Court of Appeal, who stated that the definition of the word "employer" in the decree could not modify the meaning of the term "employer" contained in Sec. 1 (f) of the Collective Agreement Act; that the former definition only specifies what kind of commercial establishment such employer, person, company or corporation should own or operate to be subject to the decree; that the "employer" remains, however, a person "who has work done by an employee."

Decision of the Supreme Court

The Supreme Court of Canada, in a unanimous decision, dismissed the appeal from the judgment of the Court of Appeal and upheld the validity of the decree as being applicable only to employers as defined in the Collective Agreement Decrees Act.

Steinberg's Limitée v. Le Comité Paritaire de l'Alimentation au Détail et al.; 68 CLLC, para. 14,122.

NOVA SCOTIA SUPREME COURT

Mr. Justice Cowan of the Trial Division of the Nova Scotia Supreme Court ruled on February 29, 1968 that an order issued by the Nova Scotia Labour Relations Board—certifying Local 13 of the Industrial Union of Marine and Shipbuilding Workers of Canada as a bargaining agent for certain employees of J. P. Porter Company Ltd., employed in the company's depot at Dartmouth, N.S.—should be quashed on the ground that the provincial board acted outside its jurisdiction.

The Court held that the company was mainly engaged in dredging, marine construction and salvage, and that the employees in question—who were employed at the company's depot at Dartmouth in the maintenance and repair of dredges and other floating craft belonging to the company—were employed upon or in connection with the operation of "works, undertakings, or businesses operated or carried on for or in connection with navigation and shipping," within the meaning of Sec. 53 of the federal Industrial Relations and Disputes Investigation Act.

Extent of Undertaking

The J. P. Porter Co. Ltd. was incorporated in 1946 under the federal Companies Act. Under its letters patent, it had been empowered to carry on business as a general contractor for the construction, erection, repair, alteration, maintenance and operation of public and private works of every description, and to engage in such work as towing, wrecking, salvaging, stevedoring, lightering, dredging, excavation and construction.

The main line of work carried on by the company was dredging, marine construction and salvage. Its activities are scattered all over eastern Canada, from Newfoundland to the Lakehead. To carry on its business, the company has 17 dredges of various types, 21 tugs, workboats and 40 other craft. One dredge, the *Lockeport*, has a crew of about 33 men; another one, the *Fundy*, has a crew of 27 men and, with its supporting tug, a total of 45 men.

The company also owns medium-sized tugs for dredging contracts, and its largest tug is used for coastal towing.

Some of the firm's dredges are kept in the Great Lakes area, but they are moved about over the waters forming part of and lying adjacent to the Atlantic Provinces, Ontario and Quebec. The number of men employed by the company varies from 100 to 700, depending upon the season of the year and the amount of work available.

For the purposes of maintenance, repair and rehabilitation of its dredges and floating craft, the company maintains three depots: one in Dartmouth, N.S., one in Hamilton, Ont., and one in Fort William, Ont. The one situated at Dartmouth is the largest, and employs about 60 persons in winter when regular employees are joined by crew members from the company dredges. The company constructs its dipper sticks, repairs buckets, makes tail shafts, and does other work for the floating equipment.

At the Dartmouth depot, the work done is not for the public, but solely to serve the company's floating craft in the Atlantic area. The crew members brought to the Dartmouth depot during the winter perform work of a type similar to that performed by the regular Dartmouth employees. Insofar as machinists and welders are concerned, they work either on the dredges or tugs, or at the Dartmouth depot as the need arises.

Collective Agreements with SIU

The company had two collective agreements with the Seafarers' International Union, effective until March 31, 1969. These agreements covered employees of the company on ships registered in Canada, as defined by the Canada Shipping Act, and on other water-borne engineering, construction and dredging plants in Canada. One agreement applied to ships and other plants operating in the Atlantic Provinces of Canada, and a second agreement applied to ships and other plants in other areas of Canada. The SIU is not certified by any labour board as a bargaining agent for employees covered by these two agreements.

After receiving an application from Local 13, Industrial Union of Marine and Shipbuilding Workers of Canada, the Nova Scotia Labour Relations Board, pursuant to the Nova Scotia Trade Union Act, issued an order on October 5, 1967 certifying Local 13 as bargaining agent for a unit of employees of the J. P. Porter Company, employed at the company's Dartmouth depot and engaged in maintenance and repair of dredges and other floating craft belonging to the company.

The certified bargaining unit excluded foremen, office employees, licensed and unlicensed crew members who are regularly employed aboard dredges and other craft operated by the company, and employees excluded by clause (i) of paragraph (j) of Sec. 1 of the Nova Scotia Trade Union Act.

Certification Challenged

The company challenged the validity of the certification order by applying for a writ of *certiorari*, mainly on the following ground:

> The Order made by the Labour Relations Board (Nova Scotia) dated on the 5th of October, 1967 is *ultra vires* and beyond the jurisdictional powers of the Board and as provided by the Trade Union Act, Chapter 295 of the Revised Statutes of Nova Scotia, 1954, as amended, contrary to the provisions of the Federal Industrial Relations and the Disputes Investigation Act, ch. 152, R.S.C. 1952.

Coverage of the IRDI Act

At the hearing before Mr. Justice Cowan, the main contention submitted by counsel for the company was that the labour relations of the employees in question were covered by the provisions of the federal Industrial Relations and Disputes Investigation Act, and were therefore outside provincial jurisdiction.

Section 53 of the Act provides:

> Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing,
>
> (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transporta-

tion by ship anywhere in Canada;
and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

The parties to the dispute agreed that, if the employees in question came within the provisions of Sec. 53, the Labour Relations Board of Nova Scotia had no jurisdiction to consider the application for certification under the Nova Scotia Trade Union Act.

The Stevedoring Case

The decision and reasoning of the Supreme Court of Canada in the case of *Reference re Validity of Industrial Relations and Disputes Investigation Act (Can.), and applicability in respect of certain employees of Eastern Canada Stevedoring Co. Ltd.* (L. G. 1955, p. 952) seemed to be relevant to the issue at bar.

Mr. Justice Cowan noted that, in that case, a majority of the judges of the Supreme Court of Canada upheld the constitutional validity of certain sections of the Act as being *intra vires* the Parliament of Canada, including Sec. 53, and held further that the application of such sections will depend upon the circumstances of any particular case.

Considering specific circumstances of the *Stevedoring* case, Mr. Justice Cowan noted:

- that the Eastern Canada Stevedoring Co. Ltd. was incorporated under the Companies Act of Canada;
- that it supplied stevedoring and terminal services in Toronto consisting exclusively of services rendered in connection with the loading and unloading of ships;
- that these services were rendered pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during the season; and
- that all such ships were operated on regular schedules between ports in Canada and ports outside Canada.

The majority of the judges held that Sec. 53 of the Act applied to employees in Toronto of the Eastern Canada Stevedoring Co. Ltd. Mr. Justice Rand dissented and held that, on the evidence submitted, the Act did not apply to the employees of the company. Mr. Justice Locke dissented in part, holding that the Act applied to the stevedores but not to the office staff of the company.

Scope of Section 53 of the Act

Mr. Justice Cowan noted that Sec. 53 restricts the application of sections in Part I of the Act in general terms to "any work, undertaking or business that is within the legislative authority of the Parliament of Canada," including the matters within par. (a) quoted earlier.

Further, Mr. Justice Cowan observed that par. (a) is referable to head 10 of Sec. 91 of the BNA Act, "Navigation and Shipping," subject to the reservation that, "in some particulars, a provincial Legislature has jurisdiction over ferries or ships plying only between points within the limits of the Province but, even there, questions may arise in connection with particular employees because the power to control the class of subjects falling within "Navigation and Shipping" is to be widely construed: Kerwin, C.J.C. [1955] 3 D.L.R. at pp. 729-30, *Paquet v. Corporation of Pilots of Quebec Harbour*, 54 D.L.R. 323, [1920] A.C. 1029; *City of Montreal v. Montreal Harbour Commissioners*, [1926] 1 D.L.R. 840, at p. 848, 47 Que. K.B. 163, [1926] A.C. 299, [1926] 1 W.W.R. 398."

Question at Issue

Considering the above, the question to be determined in the case at bar was whether the company's employees at the Dartmouth depot were employed "upon or in connection with the operation of any work, undertaking or business operated or carried on for or in connection with navigation and shipping."

Dartmouth Depot Operations

Mr. Justice Cowan distinguished two aspects in the operations of J. P. Porter Company. He was of the opinion that operation by the company of its ships and water-borne engineering, construction and dredging plant constituted a work, undertaking or business operated or carried on for or in connection with navigation and shipping within the scope of Sec. 53 (a) of the IRDI Act. The question before him to decide was whether the operation of the Dartmouth depot, and particularly the persons employed there, also came within the scope of application of Sec. 53 (a).

The union argued that the work of the employees in question was similar to that performed by employees in any shipyard engaged in ship repair and maintenance work with respect to ocean-going ships. This implied that the labour-management relations of the employees in question were outside federal jurisdiction.

IRDI Act Applicable

Mr. Justice Cowan rejected the union's contention. He noted that the majority of the Supreme Court of Canada, in the Eastern Canada Stevedoring Co. case, held that the mere fact that the stevedoring work was carried on by a company that was not the same company as that which carried on the business of operating the ships in question did not prevent employees of the stevedoring company from being employed upon or in connection with the operation of a work, undertaking or business operated or carried on for or in connection with navigation and shipping.

The crucial test was whether the work done was "an essential part of navigation and shipping . . . essentially connected with the carrying on of the transportation by ship." On this point, Mr. Justice Taschereau stated:

> The transportation of goods by water by means of ships, is an operation entirely dependent on the services of the stevedores of the company and both are so closely connected that they must be considered as forming part of the said business.
>
> In the same judgment Mr. Justice Kellock stated: The question therefore arises as to whether the work of stevedoring falls within head (10) of Sec. 91. In my opinion, this head of jurisdiction extends to all matters connected with a ship as an instrument of navigation and transport of cargo and passengers. The jurisdiction must extend to stowage and, in my opinion, to loading and discharge also, which operations have been traditionally the responsibility of the ship and carried out under the direction of the master.

Mr. Justice Estey, discussing the meaning of the phrases "upon or in connection with" and "on for or in connection with," said:

> . . . these words must be read and construed in association with the other language of the section and, indeed, with that of the Act as a whole. When so read I do not think they could be construed to include more than that which would form an integral part or be necessarily incidental to the work, undertaking or business that was within the legislative competence of Parliament.

Mr. Justice Cowan reached the conclusion that the work of the employees at the Dartmouth depot was an integral part of the operation by the company in question of its ships and water-borne engineering, construction and dredging plant, and that the employees in question were employed upon or in connection with the operation of a work, undertaking or business operated or carried on for or in connection with navigation and shipping.

He found that it was of importance that the Company operated the ships and water-borne engineering, construction and dredging plant and that the employees in question had been employed at its Dartmouth depot for the express purpose of maintaining, repairing and keeping in operation such ships and plant.

To illustrate his point, Mr. Justice Cowan gave two examples.

In the first, he stated that the employees of a chartered bank come within the provisions of Sec. 53 of the IRDI Act. Supposing that the bank engages a separate company, or itself forms a separate company, for the purpose of providing security services such as transporting securities, currency and coins, then, in Mr. Justice Cowan's view, the employees of the security service company would not come within the terms of Sec. 53, since their employer, the security service company, would not be carrying on a work, undertaking or business that is within legislative authority of the Parliament of Canada.

If, however, the chartered bank itself engaged employees, operated trucks and other equipment, and provided the security service itself, then the employees so engaged would come within the provisions of Sec. 53. They would then be employees who were employed upon or in connection with the operation of a work, undertaking of business that is within the legislative authority of the Parliament of Canada.

In his second example, Mr. Justice Cowan pointed out that, if a railway company operates its own maintenance yards, the employees in those yards come within Sec. 53. On the other hand, if a company does not operate a railway, but builds, repairs and maintains railway equipment used by railway companies, such a company does not, for the purposes of regulation of labour relations, come within the terms of Sec. 53.

Not Applicable

Mr. Justice Cowan considered the decision of the Court of Appeal of Ontario in *Underwater Gas Developers Ltd. v. Ontario Labour Relations Board* (L. G. 1960, p. 1300) and found it not applicable to the situation at bar. He noted that the main object of the company in question was the establishing and servicing of offshore oil and gas drilling sites in Lake Erie.

The use of ships and boats for transporting men and materials to the sites, for servicing the crews operating the drilling rigs and for welding the necessary piping was merely incidental to its operation. The company was not engaged in navigation and shipping in the sense in which those words are used in Sec. 91(10) of the BNA Act. In addition, the Ontario Court of Appeal held that the operations of the company were solely intraprovincial and of a purely local nature.

Decision of the Court

In conclusion, Mr. Justice Cowan held that the Nova Scotia Labour Relations Board was not acting within its jurisdiction when, on October 5, 1967, it issued an order certifying Local 13 of the Industrial Union of Marine and Shipbuilding Workers of Canada as a bargaining agent for certain employees of J. P. Porter Company Limited employed at its Dartmouth depot. Consequently he would quash the certification order on *certiorari*. *Regina v. Nova Scotia Labour Relations Board, Ex parte J. P. Porter Co. Ltd.* (1968) 68 D.L.R. (2d), Part 7, p. 613.

Recent Regulations Under Provincial Legislation

New minimum wage orders have been gazetted recently in Newfoundland, Prince Edward Island, Saskatchewan and Quebec. In addition, Quebec has changed the levy imposed on employers by the Minimum Wage Commission for purposes of defraying the expenses of the Commission.

After receiving the report and recommendations of the Royal Commission on Minimum Wages, the Newfoundland Government increased minimum rates substantially, effective May 1, 1968. These were the first increases to be made in five years.

The minimum wage was increased to $1.10 an hour for men and to 85 cents an hour for women. These rates apply to workers over 19. Male employees between the ages of 16 and 19 are to receive 70 cents an hour, and female employees in the same age group must be paid 50 cents an hour. The previous rates were 70 cents an hour for men and 50 cents an hour for women, and these rates applied to all workers over 17.

Domestic servants, and employees engaged in farming and market gardening are excluded from the coverage of the order, as before.

An overtime rate of at least one and one-half times the minimum rate must be paid for all hours worked in excess of 48 in a week. Employees engaged in fish processing have been excluded from this requirement. The overtime provisions apply to all other employees other than shop assistants, who are covered by the Hours of Work Act, 1963.

The minimum wage order was issued as Nfld. Reg. 32/68, gazetted April 29.

PRINCE EDWARD ISLAND

Prince Edward Island, which for some years has had a province-wide rate applicable to men only, introduced a general minimum wage order for women. The minimum rate takes effect in three steps over a period of one year. The order was gazetted on June 29, 1968 and was made effective from July 1, 1968.

All women workers in the province are covered, except farm labourers and domestic servants in private homes, who are excluded from the Women's Minimum Wage Act. The only women previously covered were waitresses and cashiers in restaurants in Summerside, waitresses in restaurants in Charlottetown, and laundry workers throughout the province.

As of July 1, 1968, the minimum wage for women is 80 cents an hour, increasing to 85 cents on January 1, 1969 and to 95 cents on July 1, 1969. The minimum wage for men is $1.10 an hour.

Rates of five cents below the general minimum may be paid to inexperienced workers for a probationary period of 30

days, and to students who work a minimum of 28 hours a week or full-time from May 15 to September 15 or during Christmas and Easter vacations.

An overtime rate of not less than one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week or the normal hours worked, if less.

Employees hired on a seasonal basis during the harvesting and processing season may work a maximum of 54 hours a week. Work in excess of 54 hours is to be paid for at a rate of one half times the minimum rate. In all such cases, the employer must submit a statement before the work starts, describing the work and stating the time period during which the work is to be undertaken.

The order does not apply to persons whose wages are fixed under the Industrial Relations Act.

Employers must not deduct more than $10 a week for board and lodging, $7 for board only, $3 for lodging only, or 40 cents for a single meal. No charge may be made for a meal not received.

Handicapped employees must be paid the minimum rate unless a permit setting a lower wage has been issued by the Labour Relations Board. A written application must be made by the employer in each specific case.

The Prince Edward Island general order governing male workers was amended by an order gazetted April 13, 1968. The section covering handicapped employees is identical with the section in the women's minimum wage order as described above. Previously, handicapped employees receiving financial assistance or compensation for disability had to receive a wage that, together with the assistance, equalled the minimum wage.

SASKATCHEWAN

Saskatchewan replaced and consolidated its minimum wage orders, effective October 1, 1968. The orders were gazetted July 5, 1968. As recommended by the Minimum Wage Board, the rate for most employment is now set on an hourly basis. Formerly, a weekly rate was set for full-time workers. Minimum wage rates are increased for most employment

The two general orders, one for the cities (Sask. Reg. 242/68) and one for the rest of the province (Sask. Reg. 243/68) cover all employees except domestic servants, agricultural employees, firemen in cities of over 10,000, nurses and students in hospitals, employees of rural municipalities employed solely on road maintenance, and employees subject to special orders. Managerial employees are no longer excluded.

The general orders establish a minimum wage of $1.05 an hour in the cities, and 95 cents an hour elsewhere in the province, for employees 17 years of age and over; employees under 17 are to receive 95 cents an hour in the cities, and 90 cents an hour elsewhere in the province. The previous rates for these groups were $40, $38, $38 and $36 a week.

Special rates have been eliminated for part-time workers, delivery boys and messengers, and drivers of trucks weighing less than 7,500 pounds.

The order governing construction, well drilling and truck drivers (Sask. Reg. 244/68) sets a minimum wage of $1.25 an hour. The former rates were $1.20, $1.15 and, for truck drivers, $1.20, or 3½ cents per mile, if greater.

The order applies to construction workers whose earnings are calculated on an hourly basis, employees engaged in the operation of a well-drilling rig, and drivers of trucks that have a gross weight exceeding 7,500 lbs. The previous order governing well drilling excluded persons employed on a core-drilling rig, in well servicing and in the geophysical or seismographic survey industry; the order governing truck drivers included helpers and swampers.

The logging and lumbering order (Sask. Reg. 245/68) also establishes a minimum of $1.25 an hour, with $185 a month for cooks, cookees, bull cooks and watchmen. The former rates were $1.05 an hour and $165 a month. The amount that may be charged for board and lodging has been increased from $2 to $2.50 a day. The requirement that employees had to be paid at regular rates while waiting on the job, or while travelling from the employer's premises to the place of work, has been deleted.

The order governing janitors and caretakers in residential blocks (Sask. Reg. 246/68) and the one governing statements of earnings (Sask. Reg. 249/68) were reissued without change. Full-time janitors, employed by the same employer for 48 hours a week or more, continue to have a minimum wage of $50 a week, and part-time employees, $1.15 an hour.

The public holidays provisions, previously incorporated in each order except the one governing janitors, have now been issued as a separate order (Sask. Reg. 247/68). Previously, four separate orders governed hotels and restaurants, and educational institutions, hospitals and nursing homes in cities and in the rest of the province. The employees covered by these orders are now covered by the general order. Some special provisions contained in the four previous orders, however, have been incorporated in a special order (Sask. Reg. 248/68). The special provisions concern working shifts, transportation for female employees at night, minimum age for employment, uniforms, meal periods, and deductions for board and lodging.

The order governing places of amusement has not been reissued. The persons previously covered by the order now come under the general orders.

QUEBEC

Quebec reissued three of its minimum wage ordinances: General Ordinance No. 4, Ordinance No. 5 governing service establishments, and Ordinance No. 8 governing hotel trade establishments. The minimum wage rates were increased, effective November 1, 1968.

The general ordinance increased rates by 20 cents an hour in Zone I, the greater Montreal area, and by 15 cents an hour in Zone II, comprising the rest of the province. As a result, the minimum wage is $1.25 an hour in Zone I and $1.15 in Zone II. Employees under 18 are to receive $1.05 and 95 cents an hour, and employees on probation during the first 60 days of employment are to receive $1.15 and $1.05 an hour.

Minor changes were made in the coverage of the ordinance. Patients of paychiatric hospitals released to an employer for social rehabilitation purposes are not covered. This group is also excluded from the service establishments ordinance. Student nurses and students employed in a vacation camp, or carrying out a recreational or educational program for children, are no longer excluded from the coverage of the general ordinance. The service establishments ordinance, however, continues to exclude them.

Several groups previously excluded from the overtime provisions are not referred to by the new ordinance—namely, watchmen with free lodgings, security guards, and employees covered by collective agreements providing a normal workweek exceeding 48 hours until the expiration of the contract. Employees paid a fixed weekly, monthly or annual salary of at least $80 a week in Zone I and $70 a week in Zone II are excluded. The previous amounts were $70 and $60. All three ordinances now state that wages paid in cash must be issued in a sealed envelope.

The service establishments ordinance increased the minimum wage rates by 10 cents an hour. The new rates are $1.10 an hour in Zone I and $1 in Zone II. Employees under 18 are to receive 85 cents and 80 cents an hour, and employees on probation for the first 60 days are to receive 95 cents and 90 cents an hour.

The coverage of the ordinance was extended to include delivery services, shoe repair and shoeshine services, and clothes laundering, cleaning and pressing services.

Persons paid a fixed weekly, monthly or annual salary of at least $75 a week in Zone I and $65 a week in Zone II are

excluded from the overtime provisions of the service establishments and hotel trades establishments ordinances. The previous amounts were $70 and $60 a week.

The hotel trades ordinance also increased minimum rates by 10 cents an hour. It set new rates of $1.05 in Zone I and $1 in Zone II. Employees on probation for the first 60 days of employment are to receive 95 cents and 90 cents an hour. Rates are set for the first time for employees under 18, who are to receive the same minimums as probationary employees. Watchmen with free lodging are to receive $55 and $50 a month, an increase of $5 a month. The ordinances were gazetted July 20, 1968.

Quebec has also issued an Order in Council (No. 422) approving Bylaw No. 1 of the Minimum Wage Commission. The bylaw changed the levy imposed on employers and consolidated three separate levy bylaws. The moneys obtained by the levy are used to defray the expenses of the Commission.

As previously, the levy is one-tenth of one percent of the yearly wages paid to employees. The maximum wage subject to the levy was increased from $5,000 to $8,000, and the minimum of $3,000 below which employers did not have to pay the levy was deleted.

The bylaw applies to professional employers made subject to the levy by the Minimum Wage Act or governed by an ordinance of the Commission. The wages of all their employees, save those of agricultural workers, domestic servants or employees governed by collective decrees, are subject to the levy.

The levy is based on wages payable from January 1, 1968 of each calendar year to employees governed by an ordinance of the Commission, no matter where the work is performed, or whether the wages are higher than the minimums established by the ordinance.

All wages and benefits are subject to the levy, especially:

(a) the amounts payable as indemnity in lieu of notice and at the time a labour contract is annulled;

(b) holiday pay, sick-leave pay, bonuses and living allowances, and other compensation of a pecuniary value;

(c) $8,000 per employee for the employees who received wages higher than this sum during a levy period.

If the wages were earned with the help of machinery or horses, however, a deduction of 30 per cent shall be granted for the levy period. The sums due for a year are payable on March 10 of the following year, and payment must be accompanied by a report.

Any employer whose pay periods do not coincide with the calendar month may, until the Commission decides otherwise, include in one levy period the pay period not completed, and exclude it from the next one.

The bylaw was gazetted March 9, 1968, and is effective from January 1, 1968.

Mine Workers Union Expels District 50

An affiliate of the United Mine Workers of America (Ind.), the 225,000-member District 50 has been expelled from the UMW for advocating the increased use of nuclear energy.

The UMW stated that its first duty was to protect the jobs of coal miners, but it was concerned also about possible contamination and the disposal problems of radio-active wastes.

There are 20 UMW locals in Canada, their membership totalling 7,275. District 50 has 135 locals in Canada, and a total of 11,730.

Insurance Registrations And Other UIC Statistics

On July 31, insurance books or contribution cards had been issued to 4,556,761 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 390,693, a decrease of 3,330 since June 30.

There were 10,355 investigations conducted by enforcement officers across Canada during July. Of these, 8,596 were spot checks of claims to verify the fulfilment of statutory conditions, and 488 were miscellaneous investigations. The remaining 1,271 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 162 cases, two against employers, 158 against claimants, and two against others.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 363.*

Revenue received by the Unemployment Insurance Fund in July totalled $30,406,144.71 compared with $36,345,-754.99 in June and $31,929,763 in July 1967.

Benefits paid in July totalled $18,858,-223.87 compared with $23,400,578.10 in June and $17,743,009.39 in July 1967.

The balance in the Fund on July 31 was $290,658,949.69 compared with $279,111,-028.85 on June 30 and $272,388,344.87 on July 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Safety

Continued from page 694

affected by them. Then, a general meeting should be held for detailed discussion of the proper rules, in order to ensure that the proposals are practical, and that they will not impose undue hardship upon the employer, while at the same time assuring the desired safety level for workers.

In Mr. Martin's opinion, regulations developed by committee tend to be compromises with limited value. A number of people do contribute, but one person must co-ordinate and have ultimate responsibility. "The co-ordinator in this situation must not be just a secretary, but rather a person of technical competence, with experience in the development of regulations and with a good general understanding of the legal factors involved."

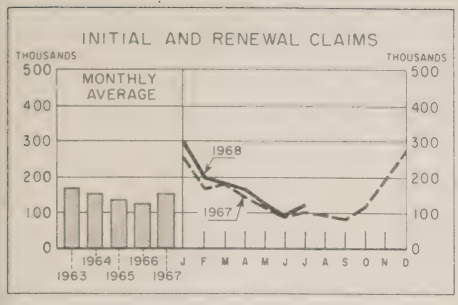
To be effective, safety regulations must be technically sound, and Mr. Martin suggested that they be checked with the National Research Council, federal and provincial health departments, industrially sponsored safety organizations, international labour and standards organizations, and individuals employed in private enterprise.

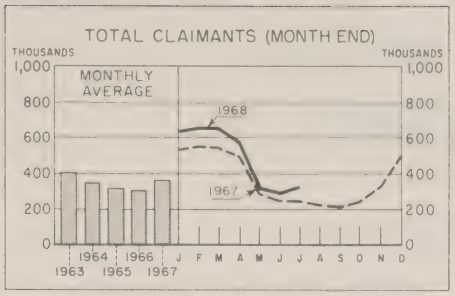
Once the regulations have been developed, they must be kept up-to-date. "I would recommend that, whenever possible, provision be made in the enabling legislation for the approval of regulations at the departmental level by the Minister concerned. For this reason, it is advisable that regulations and legislation not be included together in the same Act."

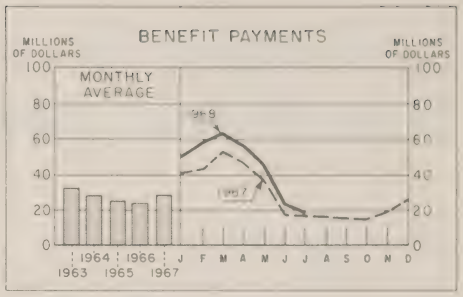
In the formulation of new provisional safety regulations, Mr. Martin said, the federal Government is trying to adapt existing provincial regulations. This technique was employed to preserve, to the extent that it was consistent with federal policy, the technical content of the provincial regulations, and to permit employment of provincial inspectors in the federal field of jurisdiction with the minimum of difficulty.

This has been done in formulating regulations pertaining to Cape Breton coal mines, boiler and pressure vessels and elevating devices. In progress are grain elevator and general safety regulations that will follow the same procedure.

The new regulations come under the Canada Labour (Safety) Code (L. G., Feb. 1967, p. 82), from which the Canada Department of Labour derives its authority to prescribe employment safety regulations. The Code, which came into effect at the beginning of the year, applies to all enterprises subject to federal jurisdiction. It covers about 750,000 persons employed by more than 7,000 corporate entities and about 100 federal departments and agencies.







Unemployment Insurance Report — July

Claimants for unemployment insurance benefit numbered 321,000 on July 31, 1968. This is 30,000 more than the total of 291,000 on June 28, and almost 75,000 higher than the figure of 246,000 reported on July 31, 1967.

Males accounted for two thirds of the 140,000 claimants who came on claim during the month and were still reporting at the monthend. They accounted for a smaller proportion at 56 per cent of those on continuous claim for five weeks or longer, however. The large number of men on claim for one to four weeks is due, in part, to the incidence of temporary layoffs, particularly among production employees in the automotive industry and to annual holiday shut-downs.

A total of 124,000 initial and renewal claims were filed in local offices across Canada during July, compared with 93,000 in June and 102,000 in July 1967. More than 90 per cent of the claims filed during each of the three months under review represented separations from employment during the month.

The average weekly number of beneficiaries was estimated at 148,000 for July, 229,000 for June and 180,000 for July 1967. Benefit payments amounted to $18.9 million in July compared with $23.4 million in June and $17.7 million in July 1967. The average weekly payments for these three dates were $25.51, $25.57 and $24.64 respectively.

All provinces with the exception of Newfoundland, New Brunswick and British Columbia reported increases in the number of claimants during the month. The largest increase, 27 per cent, occurred in Ontario, which reflects the temporary layoffs and annual holiday shut-downs referred to above.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

In contrast to the end of July 1967, increases were reported in all provinces. Proportionately large increases, ranging from 63 to 70 per cent, were shown in the Prairie Provinces. Nova Scotia and New Brunswick, with 19 per cent, and Ontario, with 20 per cent, were the only provinces reporting lower rates of increase than the national level. The yearly increases can be attributed, in part, to labour disputes and strikes.

The number of claims filed in July was higher than in June for all provinces, with the exception of Newfoundland, where a decline occurred. The number in Ontario, where most claims were filed, increased by 62 per cent. The number in Prince Edward Island and Nova Scotia ranked next, with increases of 39 and 34 per cent respectively.

Compared with one year ago, the number of claims was higher across the country. The Prairie Provinces and Prince Edward Island had the largest percentage increases, ranging from 66 to 80 per cent. The lowest rates of increase occurred in Newfoundland, at 5 per cent, and Ontario, at 11 per cent.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	*July 1968*	*June 1968*	*July 1967*	*Cumulative data 1968: January to July*	*Cumulative data 1968: 12 months ending July*
			(in thousands)		
Insured population as at monthend	—	4,904	4,803	—	—
Initial and renewal claims filed					
Total	124	93	102	1,183	1,937†
Initial	85	66	66	886	1,432†
Renewal	39	27	36	297	506†
Claimants currently reporting to local offices	321	291	246	494*	415*
Beneficiaries (weekly average)	148	229	180	398*	304*
Weeks compensated	739	915	720	12,095	15,853
Benefit paid	$18,858	$23,401	$17,743	$318,900	$413,481
Average weekly benefit	$ 25.51	$ 25.57	$ 24.64	$ 26.37	$ 26.08

*Monthly average.
†Discrepancy between total and subtotals is due to rounding.

Cases Nos. 114 to 116

Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three disputes were heard by the Canadian Railway Office of Arbitration at hearings in Montreal, September 10, 1968. The disputes concerned a yardman's claim for time-and-a-half for working as a yard foreman 7½ hours after working as a yard worker; an engineer who failed to switch a train; and a clerk who claimed call-out compensation. The arbitrator was J. F. W. Weatherill, who replaced J. A. Hanrahan as the full-time arbitrator on July 1.

The arbitrator allowed one claim and disallowed the others. Summaries of the three cases, Nos. 114, 115, and 116, follow.

CASE No. 114

Dispute between the Toronto, Hamilton and Buffalo Railway Company and the Brotherhood of Railroad Trainmen over a yardman's claim for time-and-a-half for working as a yard foreman after working earlier in the day as a yard helper.

A yardman, working from the spare list, worked as a yard helper from 8 a.m. to 4 p.m., at which time he was put back on the spare list. He was called later and worked as a yard foreman starting at 11.30 p.m. the same day. He was paid at the pro rata rate for the earlier job and claimed time and a half for working the second job.

The brotherhood claimed that he was entitled to time and a half under provisions of an article in the collective agreement. The company declined to pay the claim, saying that the yardman was exercising his seniority in working the second job.

The article in the collective agreement says: "Yardmen assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at pro rata rate, will be paid for time worked in excess of eight hours continuous service and for the second tour of duty at one and one-half times the pro rata rate."The next part of the article says that "Spare or extra yardmen who are required to work in excess of eight consecutive hours, or who are required to commence work on a second tour of duty within a 24-hour period without an interval of eight hours or more having intervened between the completion of work on the previous yard job and the time required to report for work on a second yard job, will be paid for time worked in excess of eight hours' continuous service and for the second tour of duty at one and one-half times the pro rata rate." A further section of the article declares that the preceding would not apply "when exercising seniority rights."

The grievance was allowed. The arbitrator said that the interval between the grievor's first and second tour of duty was less than eight hours and that it was not proved that the yardman was exercising seniority rights.

CASE No. 115

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers concerning discipline of five demerit marks assessed an engineer for "failure to carry out instructions with regard to switching" a train.

An engineer handling a train arrived at his destination, where he was given a message to switch the train. He did not switch the train, but proceeded to the booking-in point and booked rest when he was relieved by the outgoing engineer. He was assessed five demerit marks. The brotherhood contended that there was no offense and that the discipline was in violation of an article of the collective agreement. The company would not remove the discipline.

The article states that the "engineer will not be required to leave terminal until he has had at least eight hours rest, if requested, but such rest must be booked on arrival. . . . Train may be laid up for engineer to obtain rest between terminals, after he has been on duty 12 hours, upon advice to train dispatcher."

The arbitrator said that the message given to the engineer was a properly authorized order relating to switching in the yard. In his reading of the article, the arbitrator found that it did not apply to this case, because the engineer was not required to take a train out of the terminal, and he had been on duty for only six hours and 10 minutes when he was asked to do the switching.

Other articles of the agreement say that, in some circumstances, engineers of incoming trains may be required to perform certain yard switching. "It is my conclusion that he was required to carry out those instructions, and, accordingly, the discipline was properly imposed. The discipline—five demerit marks—was of a relatively minor nature, and there is no issue as to its extent."

The grievance was dismissed.

CASE No. 116

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees *ex parte* concerning a claim by a shop accountant clerk for call-out compensation.

A clerk claimed call-out compensation relating to two occasions on which he was entitled to be called to work, but was not called. No issue was raised as to whether he was entitled to be called out and there was work to be done at 7 p.m. one evening and later the same night a 3 a.m.

The company did try to locate the clerk on the first occasion, but was unable to do so. The grievor's personal file listed another town as his home, but gave no local address or phone number. The company tried to locate the boarding house in which he was said to live. So, two other employees were called, recalled at 3 a.m. and picked up by a taxi.

The arbitrator said, "I am satisfied that both the supervisor and the grievor's fellow employees made a sincere effort to locate [the grievor] at this time, and that these efforts were the only reasonable ones at this time. No purpose would have been served in repeating these futile efforts for the 3 a.m. call."

The grievance was dismissed, but the arbitrator said that the company did not substantiate an allegation that the grievor had failed to supply his address and phone number, although the company said he had been requested to so at the beginning of 1968.

Publications Received In the Department of Labour Library

List No. 237

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. CALIFORNIA. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Pay Rates and Supplemental Benefits in Selected Collective Bargaining Agreements; January 1, 1968*. San Francisco, 1968. Pp. 21.

Cover-title of January 1, 1968 report: *Union Pay Rates and Supplemental Benefits, Ten California Cities.*

2. CANADA. PUBLIC SERVICE COMMISSION. *Annual Report, 1967*. Ottawa, Queen's Printer, 1968. Pp. 49.

English and French on opposite pages.

3. CANADA. BUREAU DE LA MAIN-D'OEUVRE FÉMININE. *Faits et données, la main d'oeuvre féminine* [*1967*]. Ottawa, 1968. Pp. 16.

Texte en français et en anglais.

CANADA. WOMEN'S BUREAU. *Facts and Figures, Women in the Labour Force* [*1967*]. Ottawa, 1968. Pp. 16.

English and French, the latter reversed with separate title page.

Business

4. INTERNATIONAL LABOUR OFFICE. *Creating a Market*. Geneva, 1968. Pp. 180.

"An I.L.O. programmed book."

5. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Swap Shop or Consignment Sale Shop*, by Henry H. Ware. Washington, GPO, 1968. Pp. 78.

"Swap shops and consignment-sale shops . . . act between two individuals—one with something to sell (or barter) and another who wants to acquire it by purchase or barter."

Contents: First cousins to a secondhand store. The shop and its equipment. What will you swap/or sell? The rules of the house. In a consignment-sale shop. In a swap shop. Markdowns and sales—mostly swap shops. The people in your shop. Getting people into your shop. Where to get more information.

Collective Agreements

6. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *A Survey of Collective Agreements in British Columbia, 1966/67*. Victoria, 1968. Pp. [38].

7. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Ontario Collective Agreement Expirations, 1968*. Toronto, 1968. Pp. 175.

8. QUINET, FELIX. *Evolution des techniques et conventions collectives de travail; causerie prononcée . . . devant les membres du Club Lions de la Ville de Hull, le 30 mai 1968*. [Ottawa, Ministère du Travail, 1968]. Pp. 8.

Conferences

9. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting 1967, Quebec City, Quebec*. Don Mills, Ontario, CCH Canadian Limited, 1968. Pp. iv, 243.

"Consolidated index, papers presented at annual meetings, the Canadian Bar Association, 1954-1967": p. 233-243.

Some of the topics covered in these papers were air law, the Canadian constitution, compulsory arbitration, maritime law, and the report of the Carter Royal Commission on Taxation.

10. INTERNATIONAL LABOUR CONFERENCE. 51st, Geneva, 1967. *Record of Proceedings*. Geneva, International Labour Office, 1968. Pp. 892.

11. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE. 4th, 1966. *Consumer Credit and its Effect on the Community; Proceedings . . .*

Wednesday, 17th August, 1966. [Adelaide, Australian Institute of Management, Adelaide Division, 1967 ?]. Pp. 53.

Conference conducted jointly by the Australian Institute of Management, Adelaide Division and the Commerce Department of the University of Adelaide.

Contents: The role of consumer credit in the developing Australian economy. The role of consumer credit in effective marketing. Management problems arising from the use and growth of consumer credit.

Employment Management

12. HARVARD BUSINESS REVIEW. *How Successful Executives handle People; 12 Studies on Communications and Management Skills.* [Rev. ed. Boston ?. n.d., 1965 ?]. Pp. 148.

Three of the articles in this edition appeared in the earlier (1960) edition; the rest are published in this form for the first time. "Contents of this book copyrighted 1951-1965".

Contents: Clear communications for chief executives, by Robert N. McMurray Organizational effectiveness under stress, by Chris Argyris. What killed Bob Lyons ? By Harry Levinson, Listening to people, by Ralph G. Nichols and Leonard A. Stevens. Barriers and gateways to communications, by Carl R. Rogers and F. J. Roethlisberger. The power to see ourselves, by Paul J. Brouwer. Discipline without punishment, by John Huberman. Who are your motivated workers ? By M. Scott Myers. The dynamics of subordinacy, by Abraham Zaleznik. Making human relations work, by Elizabeth and Francis Jennings. Diagnosing interdepartmental conflict, by John A. Seiler. Positive program for performance appraisal, by Alva F. Kindall and James Gatza.

Great Britain. National Board for Prices and Incomes

The following nine reports were issued by the National Board for Prices and Incomes of Great Britain and published by Her Majesty's Stationery Office in London between 1965 and 1968.

13. *Armed Forces Pay.* 1966. Pp. 7. Its Report No. 10.

14. *Distribution Costs of Fresh Fruit and Vegetables.* 1967. Pp. [24]. Its Report No. 31.

15. *Pay of the Higher Civil Service.* 1966. Pp. 5. Its Report No. 11.

16. *Post Office Charges.* 1968. Pp. 90. Its Report No. 58.

17. *Prices of Bread and Flour.* 1965. Pp. [20] Its Report No. 3.

18. *Prices of Standard Newsprint.* 1967. Pp. [21]. Its Report No. 26.

19. *Salaries of Staff employed by the General Accident Fire and Life Assurance Corporation Limited.* 1967. Pp. 17. Its Report No. 41.

20. *Wages and Conditions in the Electrical Contracting Industry.* 1966. Pp. [32]. Its Report No. 24.

21. *Wages, Costs and Prices in the Printing Industry.* 1965. Pp. [32]. Its Report No. 2.

Industrial Relations

22. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Report.* London, HMSO, 1968. Pp. ix, 351, [1].

Chairman: The Rt. Hon. Lord Donovan. Appendix 3: List of witnesses who gave oral evidence, p. 334-336. Appendix 4: Research papers published by the Royal Commission, p. 337. Index to report: p. 349-[352].

The Commission examined the relationships between employer and employee, the work of trade unions and employers' associations, and, indirectly, was involved in investigation of collective bargaining and of the State's role in industrial relations. Partial contents: The system of industrial relations. The reform of collective bargaining. The extension of collective bargaining. The efficient use of manpower. Strikes and other industrial action. The enforcement of collective agreements. Safeguards for employees against unfair dismissal. Labour Tribunals. Safeguards for individuals in relation to trade unions. Trade unions. Employers' associations. Changes in the law. Workers' participation in management.

23. TURNER, HERBERT ARTHUR. *Labour Relations in the Motor Industry; a Study of Industrial Unrest and an International Comparison,* by H. A. Turner, Garfield Clacrk and Geoffrey Roberts. London, Allen & Unwin, 1967.

The authors examine the frequency of industrial disputes in the British automobile industry, and, in the course of their study, consider industrial relations and working conditions in this industry. One chapter of the book deals with industrial relations in the motor industry in the U.S., Germany, France, Italy, Sweden and Japan.

Labour Laws and Legislation

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The New Wage and Hour Law,* by the Editorial Staff of Labor Relations Reporter under the direction of Howard J. Anderson. Rev. ed. Washington, 1967. Pp. 169, 218, 7.

Appendix (p. 1-218, 2d group): Text of Fair Labor Standards Act as amended in 1966. Text of House managers' statement. Text of House Labor Committee's report. Text of Senate Labor Committee's report. Excerpts from Congressional debate.

25. NEMETZ, NATHANIEL THEODORE. *Report of Swedish Labour Laws and Practices, by the Hon. Mr. Justice Nathaniel Theodore Nemetz [to the Minister of Labour of British Columbia, the Hon. L. R. Peterson.* Victoria, Queen's Printer] 1968. Pp. 15.

Mr. Justice Nemetz was appointed by the Minister of Labour of British Columbia, the Hon. L. R. Peterson, to study and report upon Swedish labour laws and practices to see if the knowledge learned could be applied to the industrial relations situation in British Columbia. Recommendations are made concerning the settlement of industrial disputes.

26. ROMAN, PAUL DAVID. *An Analysis of the Effectiveness of the Reporting and Disclosure Provisions of Sections 202 and 203 of the Labor-Management Reporting and Disclosure Act of 1959.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 259.

Thesis (Ph.D.)—St. Louis University, 1967. "This is an authorized facsimile . . . produced by microfilm-xerography in 1967 . . . ." "The particular concern of this dissertation is the approach taken by the LMRDA in dealing with racketeering, corruption and conflict of interest situations in the labor-management area. Sections 202 and 203 of the LMRDA require union officers, employers and labour relations consultants to report certain specified transactions and agreements."

Labour Supply

27. CASSELL, FRANK H. *Corporate Manpower Planning.* Minneapolis, University of Minnesota, Industrial Relations Center, 1968. Pp. 13.

28. [SYMPOSIUM ON THE LABOUR MARKET AND INFLATION, INTERNATIONAL INSTITUTE FOR LABOUR STUDIES, GENEVA, 1966]. *The Labour Market and Inflation; the Proceedings of a Symposium held at the International Institute for Labour Studies in Geneva, 24-26, October 1966, under the chairmanship of Pierre Massé.* Edited by

Anthony D. Smith; with a preface by R. W. Cox. London, Macmillan; New York, St. Martin's Press, 1968. Pp. xx, 246, [1].

This volume consists of an introduction by Anthony D. Smith, ten papers presented at the Symposium, a closing statement by Pierre Massé, and an analysis of the proceedings by Anthony D. Smith. The Symposium was concerned with two major questions: "First, given that a wage policy normally involves a degree of centralisation in the sense that general criteria are established for sectional wage adjustments, can measures be taken in return for which unions might accept some restraint in the wage claims they put forward in the formal, centralised, wage bargaining negotiations? Secondly, how can existing decentralised methods of wage determination be less inflation-prone?"

29. U.S. BUREAU OF EMPLOYMENT SECURITY. *Historical Statistics of Employment Security Activities, 1938-1966*. Washington, GPO, 1968. Pp. 144.

30. WERNER, ROBERT EDWIN. *Some Institutional Aspects of the Labour Market in a Depressed Area*. Ann Arbor Mich., University Microfilms, 1967. Pp. 180.

Thesis (Ph.D.)—University of Wisconsin, 1967. "This 'O-P Book' is an authorized facsimile produced by microfilm-xerography in 1967 . . . ." This study examines the labour market in the Wilkes-Barre/Hazelton, Pennsylvania area between the years 1940 and 1965.

Labouring Classes

31. CZARNECKI, EDGAR RALPH. *Factors affecting the Growth of American Labour Unions*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 321.

Thesis (Ph.D.)—Georgetown University, 1967. "This is an authorized facsimile . . . produced by microfilm-xerography in 1967 . . . ." The author was employed as an Assistant Director of Research and Education for a large International Union for over eight years. He appraises the present state of American unionism, and in doing so reviews and criticizes the available statistical information on union membership.

32. [INTERNATIONAL CONFERENCE ON ADJUSTMENT OF WORKERS TO TECHNICAL CHANGE AT PLANT LEVEL, AMSTERDAM, 1966]. *Adjustment of Workers to Technological Change at Plant Level; International Conference, Amsterdam, 15th-18th November 1966; Final Report*. Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1968. Pp. 128, [1].

At head of title: International seminars, 1966-5. *Supplement to Final Report* Paris, OECD, 1968. Pp. 591.

The final report on the conference contains excerpts from an introductory speech by Professor Fred L. Polak of the Netherlands, a summary of the discussions by D. I. Caddick, and a paper by Solomon Barkin, "*Personnel and industrial relations programmes: part of an integrated national active manpower policy*." The supplement contains papers prepared for the conference by rapporteurs, selections from the discussions, and a summary of each of the sessions.

33. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *A Second Look at the Drop-out Problem in Apprenticeship Training*. Fredericton, 1968. Pp. 75.

This is a follow-up to "*Some dimensions of the drop-out problem in apprenticeship training*," published by the Department in March 1967 as its Study no. 1. Both the present study and the earlier one were written by Ronald W. Johnson. The purpose of this study, based on interviews with 20 men who had cancelled their apprenticeship, was to find out the reasons for their dropping out of the trade training. There is a summary of the results of the interviews as well as summaries of interviews with 20 men who had not completed their apprenticeship and with 20 men who had completed their training.

Women

34. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Equal Pay; Some Aspects of Australian and Overseas Practice*. 3rd ed. Melbourne, 1968. Pp. 125.

35. GREAT BRITAIN. COMMITTEE ON STATUTORY MAINTENANCE LIMITS. *Report*. London, HMSO, 1968. Pp. x, 138, [1].

At head of title: Home Office. Miss Jean Graham Hall, chairman. The Committee's terms of reference were "To examine the financial limits prescribed by statute for orders which may be made in magistrates' courts for the maintenance of wives and children, to consider the appropriate machinery for adjusting such limits to changing circumstances, and to make recommendations."

Miscellaneous

36. CANADA. PARLIAMENT. SENATE. *Report pursuant to Resolution of the Senate to the Honourable the Speaker by the Parliamentary Counsel relating to the Enactment of the British North America Act, 1867, any Lack of Consonance between its terms and Judicial Construction of them and Cognate Matters*. Ottawa, Queen's Printer, 1961. 1 vol. (various pagings).

At head of title: The Senate of Canada, session of 1939. William F. O'Connor, Parliamentary counsel of the Senate. First published in 1939. For contents of Annexes to the report see p. 3-6.

37. McDOUGALL, JOHN LORNE. *Canadian Pacific, a Brief History*. Montreal McGill University Press, 1968. Pp. 200.

The author, Professor in the School of Business of Queen's University from 1932 to 1966, has written about the CPR and about its subsidiary companies and the part the CPR has played in the development of this country.

38. NEW BRUNSWICK. HUMAN RIGHTS COMMISSION. *A Study of the Socially Disadvantaged*. Fredericton [1968 ?]. Pp. [17].

An analysis of the results of a study wherein forty New Brunswick university students were asked to assess 18 categories of social disadvantage among segments of the New Brunswick population.

39. NICHOLLS, WILLIAM M. *Views on Rural Development in Canada; a study of the Views of the Member Organizations of the Canadian Council on Rural Development*. Ottawa, Queen's Printer, 1968. Pp. 132.

40. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Industrial Research Associations in the United Kingdom*. Paris, 1967. Pp. 219.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	September 21	7,971	− 3.8	+ 3.1
Employed	September 21	7,709	− 3.2	+ 2.6
Agriculture	September 21	605	− 7.4	− 4.7
Non-agriculture	September 21	7,104	− 2.9	+ 3.3
Paid workers	September 21	6,631	− 3.2	+ 4.1
At work 35 hours or more	September 21	6,327	+ 4.3	+ 1.3
At work less than 35 hours	September 21	1,077	+16.9	+14.5
Employed but not at work	September 21	305	−68.9	− 6.5
Unemployed	September 21	262	−17.9	+19.6
Atlantic	September 21	28	−20.0	+16.7
Quebec	September 21	99	−20.2	+17.9
Ontario	September 21	73	−18.0	+14.1
Prairie	September 21	26	−16.1	+30.0
Pacific	September 21	36	−10.0	+33.3
Without work and seeking work	September 21	249	−17.0	+20.9
On temporary layoff up to 30 days	September 21	13	−31.6	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	June	124.5	+ 1.5	− 0.6
Manufacturing employment (1961 = 100)	June	123.2	+ 1.0	− 1.2
IMMIGRATION	1st 6 months	85,339	—	−21.7
Destined to the labour force	1st 6 months	44,907	—	−25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	September	124	−15.1	+34.8
No. of workers involved	September	30,063	−49.9	−12.3
Duration in man-days	September	346,140	−45.5	−23.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	June	$109.89	+ 0.5	+ 6.7
Average hourly earnings (mfg.)	June	$ 2.57	0.0	+ 7.5
Average hours worked per week (mfg.)	June	40.4	− 0.5	− 0.5
Average weekly wages (mfg.)	June	$103.78	− 0.6	+ 6.8
Consumer price index (1949 = 100)	September	156.4	+ 0.3	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)	June	115.7	− 1.2	+ 3.1
Total labour income (thousands of dollars)	June	2,972	+ 2.2	+ 7.2
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	July	148.0	−10.6	+ 4.8
Manufacturing	July	147.3	−12.2	+ 3.7
Durables	July	161.4	−13.8	+ 4.9
Non-durables	July	135.8	−10.5	+ 2.7
NEW RESIDENTIAL CONSTRUCTION†				
Starts	August	14,471	− 5.6	+ 8.5
Completions	August	12,438	+12.5	+15.9
Under construction	August	97,270	+ 2.0	+19.1

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended September 21, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,971	658	2,250	2,932	1,337	794
Men	5,440	456	1,559	1,968	916	541
Women	2,531	202	691	964	421	253
14-19 years	764	74	220	250	145	75
20-24 years	1,175	119	380	385	191	100
25-44 years	3,399	247	979	1,287	534	352
45-64 years	2,404	200	613	920	423	248
65 years and over	229	18	58	90	44	19
EMPLOYED	7,709	630	2,151	2,859	1,311	758
Men	5,258	433	1,482	1,923	901	519
Women	2,451	197	669	936	410	239
Agriculture	605	35	139	160	244	27
Non-agriculture	7,104	595	2,012	2,699	1,067	731
Paid workers	6,631	549	1,871	2,529	1,006	676
Men	4,398	370	1,268	1,669	638	453
Women	2,233	179	603	860	368	223
UNEMPLOYED	262	28	99	73	26	36
Men	182	23	77	45	15	22
Women	80	*	22	28	11	14
PERSONS NOT IN LABOUR FORCE	6,378	682	1,877	2,183	996	640
Men	1,673	208	477	556	261	171
Women	4,705	474	1,400	1,627	735	469

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended September 21, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,349	2,379	4,092	1,110	4,180	1,078	1,510
LABOUR FORCE	7,971	764	3,936	903	1,384	755	229
Employed	7,709	699	3,849	851	1,355	733	222
Unemployed	262	65	87	52	29	22	**
NOT IN LABOUR FORCE	6,378	1,615	156	207	2,796	323	1,281
PARTICIPATION RATE†							
1968—Sept. 21	55.6	32.1	96.2	81.4	33.1	70.0	15.2
Aug. 24	57.9	46.3	96.5	88.4	31.0	70.0	14.9
UNEMPLOYMENT RATE‡							
1968—Sept. 21	3.3	8.5	2.2	5.8	2.1	2.9	**
Aug. 24	3.9	8.1	2.6	6.6	2.2	3.6	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended September 21, 1968

	Sept. 1968	Aug. 1968	Sept. 1967
	(in thousands)		
TOTAL UNEMPLOYED	262	319	219
On temporary layoff up to 30 days	13	19	13
Without work and seeking work	249	300	206
SEEKING			
Full-time work	234	275	194
Part-time work	15	25	12
Under 1 month	83	82	76
1-3 months	91	131	73
4-6 months	38	38	29
More than 6 months	37	49	28

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in January.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1968, employers in the principal non-agricultural industries reported a total employment of 3,667,635. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less then 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May*	122.7	139.8	109.39	122.0	140.2	114.35
June†	124.5	140.7	110.07	123.2	139.8	114.03

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.4	116.2	120.6	90.02	89.50	84.56
Newfoundland	128.0	117.9	124.8	98.85	98.70	90.38
Prince Edward Island	139.2	132.9	135.3	72.31	72.48	71.20
Nova Scotia	116.8	113.5	116.4	88.19	87.89	82.55
New Brunswick	121.2	116.7	121.7	88.02	87.19	84.43
Quebec	120.0	118.1	122.3	107.63	107.93	101.16
Ontario	126.6	125.9	126.7	113.23	112.85	106.07
Prairie Region	124.9	122.2	124.9	105.12	102.94	96.99
Manitoba	117.5	115.3	118.4	100.97	99.31	92.38
Saskatchewan	124.7	122.2	124.1	104.78	101.83	97.01
Alberta	131.3	128.0	130.7	108.40	106.16	100.53
British Columbia	130.8	128.6	132.6	121.63	120.20	115.35
CANADA	124.5	122.7	125.3	109.89	109.39	102.96
URBAN AREAS						
St. John's	136.8	137.3	140.7	88.28	87.02	80.58
Halifax	115.6	114.1	114.5	92.19	91.58	84.29
Sydney	101.9	101.9	98.7	94.65	94.06	95.74
Moncton	119.9	118.2	119.0	87.20	86.08	82.83
Saint John	107.0	107.6	111.7	90.32	87.38	85.41
Chicoutimi	108.6	106.1	114.2	128.74	124.13	123.06
Montreal	122.3	121.8	124.6	109.13	110.34	102.28
Quebec	114.8	113.4	118.7	94.43	94.08	86.93
Shawinigan	101.2	99.6	104.8	109.02	110.87	108.30
Sherbrooke	112.6	116.1	120.2	94.91	92.75	85.78
Trois-Rivières	114.4	112.6	119.8	99.89	96.47	95.89
Ottawa-Hull	129.2	127.8	125.7	102.91	100.12	96.13
Belleville	116.7	114.4	119.2	95.56	97.42	89.17
Brampton	267.0	265.8	247.6	109.84	111.49	104.03
Brantford	115.8	114.5	135.2	100.29	99.49	99.41
Fort William-Port Arthur	123.1	120.2	133.0	106.01	102.63	104.14
Guelph	138.1	139.7	139.0	105.46	102.48	96.50
Hamilton	118.9	120.5	119.8	116.08	115.52	109.67
Kingston	126.1	124.3	122.8	105.76	109.49	101.55
Kitchener	143.7	144.9	143.4	101.19	100.86	93.95
London	120.0	119.6	126.9	104.24	103.35	98.25
Niagara Falls	106.8	104.6	119.7	102.91	102.79	98.22
Oshawa	132.4	139.6	137.4	131.84	141.74	121.53
Peterborough	131.8	131.4	138.9	113.93	113.41	109.98
Sarnia	142.4	141.1	136.9	140.50	142.69	138.58
Sault Ste. Marie	120.9	118.7	124.9	123.28	121.36	118.96
Sudbury	116.6	114.8	112.2	130.61	128.56	118.17
St. Catharines	127.1	142.9	142.9	119.13	123.25	112.32
Timmins	78.0	76.8	87.1	101.48	99.26	93.74
Toronto	128.5	127.6	126.8	113.81	112.89	106.80
Welland	109.8	111.0	116.2	128.96	126.01	120.58
Windsor	150.5	148.2	150.1	129.76	134.98	116.27
Winnipeg	118.7	117.1	119.4	93.71	92.23	87.53
Regina	123.5	122.5	123.7	97.59	94.63	93.88
Saskatoon	149.1	146.7	144.2	99.06	92.66	91.29
Calgary	140.0	137.9	137.9	108.03	105.64	101.42
Edmonton	138.5	135.0	134.7	103.30	101.02	94.70
Vancouver	130.6	128.6	130.7	116.65	115.29	109.97
Victoria	123.5	122.7	126.5	105.54	103.53	98.58

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
CANADA												
May 1968*	65.9	121.0	846.6	785.6	379.8	644.2	974.0	277.3	832.7	609.5	274.2	5,811.0
April 1968†	43.7	117.5	814.8	773.4	334.9	638.5	952.2	270.6	827.5	592.8	264.0	5,630.0
May 1967	63.5	118.1	826.1	795.3	367.8	657.8	923.1	258.3	766.0	582.2	265.2	5,623.4
NEWFOUNDLAND												
May 1968*	1.3	5.9	9.9	2.1	8.2	14.8	15.6	1.9	16.5	7.6	6.7	90.4
April 1968†	1.6	5.7	9.3	2.0	7.9	14.8	15.5	1.8	16.6	6.4	6.5	88.1
May 1967	1.1	5.8	10.2	1.9	8.4	14.5	15.6	1.7	15.0	6.2	6.4	86.8
PRINCE EDWARD ISLAND												
May 1968*	—	—	2.2	0.5	1.7	3.1	4.2	0.6	4.0	1.7	1.9	20.0
April 1968†	0.1	0.1	1.6	0.4	1.3	2.6	3.7	0.6	3.9	1.6	1.9	17.8
May 1967	0.1	0.1	2.1	2.1	1.5	2.7	3.7	0.6	3.8	1.9	1.9	18.8
NOVA SCOTIA												
May 1968*	2.5	6.8	18.4	15.3	13.3	22.3	32.0	6.4	27.5	13.8	17.0	175.3
April 1968†	2.0	6.8	17.9	14.9	11.6	20.8	28.6	6.3	27.5	12.5	16.1	165.0
May 1967	1.9	7.4	17.3	15.5	12.9	22.2	27.6	6.3	26.0	12.6	16.4	166.1
NEW BRUNSWICK												
May 1968*	7.0	2.6	18.4	11.5	9.2	20.6	24.0	4.3	23.2	9.7	8.7	139.3
April 1968†	3.4	2.5	15.5	11.8	8.3	21.6	23.0	4.4	22.9	10.4	8.5	132.3
May 1967	5.6	2.6	17.7	9.6	9.7	21.6	22.2	4.2	21.4	10.3	8.4	133.2
QUEBEC												
May 1968*	22.5	26.0	318.7	195.0	90.9	175.1	243.0	78.1	241.1	155.4	54.9	1,600.6
April 1968 †	7.2	25.5	305.5	189.4	73.6	173.9	236.9	74.6	239.8	156.5	53.3	1,536.1
May 1967	22.1	26.9	311.0	191.6	90.6	178.6	238.2	73.8	220.0	160.3	53.9	1,567.0
ONTARIO												
May 1968*	10.5	36.1	363.6	441.4	148.5	208.1	378.0	120.4	304.7	250.5	120.3	2,381.8
April 1968†	8.3	35.1	355.2	437.8	134.5	211.3	379.9	119.6	303.0	237.9	115.0	2,337.5
May 1967	11.2	34.7	355.3	450.1	141.7	215.7	363.3	111.6	277.6	228.3	113.3	2,302.8
MANITOBA												
May 1968*	1.0	6.4	27.5	20.2	16.2	45.0	54.1	13.0	37.9	28.3	13.5	263.0
April 1968†	1.0	6.3	26.3	19.3	15.3	44.2	51.9	12.6	37.3	28.8	13.5	256.5
May 1967	1.4	5.9	27.1	19.8	15.2	47.2	50.8	12.0	36.4	27.9	13.3	257.1
SASKATCHEWAN												
May 1968*	0.5	5.2	9.7	5.8	16.8	26.8	40.5	7.9	36.9	20.2	11.4	181.8
April 1968†	0.5	4.9	9.8	5.6	13.7	24.9	38.6	8.2	36.7	18.5	11.9	173.2
May 1967	0.1	5.2	9.8	5.6	15.6	27.4	36.5	8.0	36.2	17.2	12.5	174.3
ALBERTA												
May 1968*	1.7	19.3	27.0	22.7	36.9	50.3	80.7	17.6	67.1	51.2	21.1	395.6
April 1968†	1.5	18.2	25.9	24.6	34.7	47.2	78.2	16.3	66.8	49.4	21.0	383.7
May 1967	2.0	17.8	26.3	26.5	33.5	50.0	73.5	15.7	61.3	47.6	20.8	375.0
BRITISH COLUMBIA												
May 1968*	19.0	10.3	51.1	71.1	37.4	76.5	101.3	27.2	72.8	69.6	16.6	552.9
April 1968†	18.3	10.1	47.9	67.6	33.7	76.1	95.4	26.2	73.1	69.9	16.4	534.7
May 1967	17.9	9.8	49.3	74.1	38.4	76.6	91.4	24.4	66.9	69.0	16.0	533.8

†Revised. *Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-3

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration††	Total Specified Industries
						(in thousands)						
CANADA												
June 1968†	77.6	123.9	861.7	789.6	396.0	651.2	985.5	280.2	835.7	630.2	280.2	5,911.8
May 1968†	66.2	120.9	846.9	784.5	381.5	646.6	975.1	278.3	832.7	612.5	274.2	5,819.4
June 1967	80.1	122.3	848.5	797.0	390.0	676.1	945.4	261.7	766.1	612.2	270.0	5,769.4
NEWFOUNDLAND												
June 1968†	2.2	5.8	11.6	2.1	9.2	16.1	16.2	1.9	16.4	8.1	6.9	96.4
May 1968†	1.3	5.8	10.0	2.1	8.3	14.8	15.6	1.9	16.5	7.6	6.7	90.6
June 1967	2.3	6.0	11.4	2.3	9.9	15.2	16.4	1.8	15.0	6.7	6.6	93.6
PRINCE EDWARD ISLAND												
June 1968†	0.2	—	2.4	0.5	2.2	2.9	4.0	0.6	4.1	2.1	2.0	21.0
May 1968†	—	—	2.2	0.5	1.8	3.1	4.2	0.6	4.0	1.7	1.9	20.0
June 1967	0.1	0.1	2.4	0.5	2.0	2.9	3.8	0.6	3.8	2.4	2.0	20.6
NOVA SCOTIA												
June 1968†	2.5	7.1	19.1	15.3	14.5	22.4	32.0	6.4	27.6	15.4	17.2	179.4
May 1968†	2.5	6.8	18.5	14.9	13.5	21.9	32.2	6.4	27.5	13.8	17.0	175.0
June 1967	2.7	7.3	18.1	15.4	14.9	22.7	28.6	6.4	26.4	14.1	17.1	173.6
NEW BRUNSWICK												
June 1968†	8.5	2.7	19.0	12.2	9.6	21.0	24.8	4.4	23.1	10.3	7.0	142.6
May 1968†	7.0	2.6	18.5	11.6	9.3	20.7	24.0	4.4	23.2	9.7	8.7	139.6
June 1967	8.7	3.0	18.9	10.1	11.2	22.6	23.0	4.2	21.8	11.2	8.7	143.4
QUEBEC												
June 1968†	28.8	26.7	323.8	197.0	89.0	176.3	247.3	79.0	242.8	161.2	55.6	1,627.5
May 1968†	22.5	26.0	318.8	193.9	91.1	177.1	244.1	78.4	241.1	157.7	54.9	1,605.6
June 1967	28.7	27.5	317.8	190.8	92.7	183.4	241.8	74.2	219.4	168.1	51.4	1,595.7
ONTARIO												
June 1968†	12.7	36.8	366.1	440.3	158.3	207.8	383.0	121.3	305.0	256.0	125.0	2,412.3
May 1968†	10.5	36.0	363.5	441.4	148.8	208.1	377.8	120.4	304.7	251.2	120.3	2,382.7
June 1967	13.3	35.9	364.2	450.2	145.0	220.4	373.1	113.9	276.4	239.7	116.9	2,349.0
MANITOBA												
June 1968†	1.1	6.8	28.2	20.5	17.8	46.2	54.0	13.0	38.4	28.9	14.6	269.5
May 1968†	1.1	6.6	27.5	20.2	16.3	45.5	53.8	13.0	37.9	28.3	13.5	263.6
June 1967	1.5	6.1	27.7	20.4	17.5	49.0	51.5	12.0	36.8	29.2	13.7	265.5
SASKATCHEWAN												
June 1968†	0.5	5.3	10.2	5.9	17.5	28.0	40.4	8.1	37.5	20.4	11.6	185.3
May 1968†	0.5	5.2	9.2	5.9	16.9	26.8	40.5	7.9	36.9	20.2	11.4	181.9
June 1967	0.2	5.5	10.0	6.0	17.3	28.3	37.7	8.3	36.7	18.1	13.7	181.0
ALBERTA												
June 1968†	1.5	19.7	27.4	23.2	39.7	51.1	80.9	17.8	67.7	54.6	21.4	404.9
May 1968†	1.7	19.2	27.0	22.8	37.0	50.4	80.7	17.7	67.1	51.2	21.1	396.0
June 1967	3.3	19.1	26.4	25.9	39.0	51.5	76.1	15.8	61.6	50.1	21.2	390.0
BRITISH COLUMBIA												
June 1968†	19.7	10.6	53.7	72.7	37.7	77.6	102.6	27.7	71.7	72.5	16.7	563.1
May 1968†	19.0	10.2	51.1	71.1	37.6	76.6	101.6	27.6	72.8	69.7	16.6	553.9
June 1967	19.3	9.8	51.7	75.4	40.1	78.6	93.0	24.5	66.7	71.6	16.4	547.0

†Preliminary. ‡Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

††Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	113.5	111.0	112.5	137.99	137.74	128.92
Metals	107.1	105.9	108.3	139.09	138.48	129.57
Mineral fuels	105.4	103.2	105.4	143.80	144.65	135.11
Non-metals except fuels	131.6	126.7	121.4	125.17	127.63	117.48
Quarries and sand pits	117.4	113.0	127.8	118.72	118.60	111.76
Services incidental to mining	150.3	143.1	140.0	144.38	140.86	134.42
MANUFACTURING	123.2	122.0	124.7	114.03	114.35	106.60
Durable goods	132.3	131.9	134.4	123.02	123.61	114.28
Non-durable goods	115.9	114.0	116.8	105.74	105.70	99.49
Food and beverages	113.4	109.7	115.3	100.45	100.54	94.81
Foods	113.9	109.2	114.5	97.62	97.73	91.34
Beverages	110.2	113.2	120.1	118.86	117.64	115.39
Tobacco processing and products	93.6	91.7	96.5	125.39	121.82	113.46
Rubber products	114.7	113.0	122.4	111.17	112.22	108.42
Leather products	100.6	99.1	99.8	75.04	75.23	70.31
Textile products	117.3	116.6	119.0	94.99	96.03	86.78
Knitting mills	113.8	111.3	112.5	71.35	71.93	66.84
Clothing	109.8	108.7	111.4	69.19	69.64	64.33
Wood products	110.3	108.0	112.7	103.30	102.83	95.45
Furniture and fixtures	127.7	124.5	127.7	92.43	92.31	87.41
Paper and allied industries	121.6	119.6	122.0	132.63	130.58	125.26
Printing, publishing and allied industries	115.8	114.6	115.1	119.75	119.56	113.53
Primary metal industries	126.7	124.8	127.4	137.10	136.32	128.72
Metal fabricating industries	131.0	130.1	135.3	120.20	119.33	111.69
Machinery, except electrical	133.4	136.0	150.8	127.87	126.27	119.46
Transportation equipment	150.7	153.4	156.6	135.02	140.54	123.79
Electrical products	142.7	142.5	131.6	117.38	116.45	107.63
Non-metallic mineral products	120.2	118.4	122.5	121.18	120.40	113.90
Petroleum and coal products	107.2	106.5	106.1	167.48	169.89	154.98
Chemicals and chemical products	120.4	120.2	121.7	128.02	128.22	121.84
Miscellaneous manufacturing industries	137.2	136.1	133.7	98.46	98.44	92.41
CONSTRUCTION	127.7	123.1	128.0	137.38	136.49	132.25
Building	131.2	128.4	130.6	134.27	133.86	127.71
Engineering	121.6	113.8	123.3	143.19	141.64	140.62
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.6	109.6	115.3	122.09	121.17	112.59
Transportation	106.3	104.9	113.2	120.90	119.82	113.09
Storage	113.9	111.9	120.2	107.39	105.61	97.86
Communication	118.4	118.7	119.6	117.23	116.75	106.61
TRADE	129.0	127.7	126.1	87.23	86.39	82.14
Wholesale trade	123.2	121.6	123.2	108.57	107.80	101.39
Retail trade	132.1	131.0	127.7	76.19	75.35	71.80
FINANCE, INSURANCE AND REAL ESTATE	131.4	130.8	126.4	106.30	106.07	99.81
Financial institutions	133.7	133.0	129.0	103.80	103.67	95.56
Insurance and real estate	128.4	127.7	122.9	109.81	109.44	105.81
SERVICE	160.0	157.3	160.7	79.82	78.76	75.23
Recreational services	152.8	149.3	148.3	69.39	67.44	66.37
Business services	173.8	174.4	174.0	123.51	120.20	112.88
Personal services	148.3	145.2	148.2	58.21	57.96	55.43
Miscellaneous services	185.9	180.2	193.9	89.07	87.83	86.37
INDUSTRIAL COMPOSITE	124.5	122.7	125.3	109.89	109.39	102.96

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	41.9	42.3	3.04	3.03	2.83	127.72	127.24	119.78
Metals	41.5	41.4	41.6	3.17	3.15	2.97	131.43	130.54	123.67
Mineral fuels	41.2	41.7	42.9	2.63	2.67	2.40	108.62	111.02	102.73
Non-metals, except fuels	42.4	43.0	42.7	2.86	2.87	2.63	121.07	123.35	112.28
Quarries and sand pits	48.1	48.8	49.2	2.41	2.38	2.25	115.84	116.20	110.80
Services incidental to mining	42.9	41.4	42.3	3.30	3.28	3.08	141.48	135.76	130.62
MANUFACTURING	40.4	40.6	40.6	2.57	2.57	2.39	103.78	104.42	97.13
Durable goods	40.9	41.3	41.1	2.77	2.78	2.57	113.28	114.78	105.65
Non-durable goods	39.9	39.9	40.1	2.37	2.36	2.21	94.49	94.11	88.77
Food and beverages	40.2	40.1	40.6	2.27	2.26	2.11	91.20	90.56	85.77
Foods	40.1	40.0	40.5	2.22	2.20	2.04	88.97	88.15	82.74
Beverages	41.4	40.8	41.8	2.67	2.68	2.59	110.71	109.25	108.24
Tobacco processing and products	38.8	37.9	37.9	3.01	2.96	2.73	116.79	112.23	103.49
Rubber products	40.1	40.8	40.9	2.47	2.49	2.45	99.24	101.56	100.26
Leather products	39.2	39.4	39.3	1.75	1.75	1.64	68.63	68.85	64.22
Textile products	41.0	41.3	40.9	2.03	2.06	1.86	83.30	84.88	75.92
Miscellaneous textiles	39.6	40.8	39.4	2.14	2.20	1.69	84.95	89.73	66.67
Knitting mills	40.6	40.8	40.2	1.56	1.55	1.48	63.37	63.30	59.47
Clothing	36.5	36.9	36.5	1.71	1.71	1.58	62.52	63.03	57.85
Wood products	40.3	40.1	40.2	2.44	2.44	2.27	98.28	97.81	91.28
Furniture and fixtures	41.2	41.6	42.1	2.04	2.03	1.91	83.99	84.38	80.61
Paper and allied industries	41.6	40.7	41.8	3.01	2.99	2.83	125.14	121.77	118.31
Pulp and Paper mills	42.0	40.8	42.2	3.25	3.24	3.07	136.43	132.10	129.38
Printing, publishing and allied industries	38.4	38.3	38.7	3.06	3.06	2.88	117.27	116.96	111.38
Primary metal industries	40.9	41.0	40.8	3.12	3.12	2.93	127.66	127.67	119.54
Iron and steel mills	40.1	40.7	40.3	3.24	3.26	3.11	130.17	132.61	125.57
Metal fabricating industries	41.1	41.1	41.4	2.74	2.72	2.52	112.78	111.83	104.20
Machinery, except electrical	41.2	40.8	40.8	2.82	2.80	2.70	116.20	114.49	110.06
Transportation equipment	40.6	42.9	41.5	3.08	3.11	2.80	124.93	133.49	116.28
Aircraft and parts	39.0	40.4	42.1	2.92	2.92	2.76	114.17	118.04	116.16
Motor vehicles	41.2	44.1	41.6	3.18	3.22	2.89	130.94	142.04	120.36
Assembling	41.8	45.8	42.8	3.42	3.45	3.10	142.94	157.96	132.75
Parts and accessories	40.7	42.5	40.5	3.01	3.08	2.78	122.25	131.18	112.84
Shipbuilding and repairing	40.1	42.2	40.4	3.15	3.17	2.65	126.29	133.56	107.22
Electrical products	40.3	40.0	39.8	2.50	2.50	2.28	100.99	100.16	90.73
Communications equipment	39.9	39.7	39.2	2.37	2.37	2.15	94.58	93.82	84.08
Non-metallic mineral products	43.3	43.0	43.6	2.66	2.66	2.48	115.07	114.25	108.18
Petroleum and coal products	42.9	44.7	42.4	3.69	3.67	3.37	158.55	164.21	142.73
Chemical and chemical products	40.9	41.0	41.4	2.75	2.75	2.60	112.38	112.93	107.74
Miscellaneous manufacturing industries	40.3	40.5	40.4	2.08	2.07	1.94	84.00	83.90	78.39
CONSTRUCTION	41.3	40.6	42.4	3.27	3.29	3.08	134.79	133.71	130.66
Building	38.7	38.6	39.8	3.40	3.40	3.15	131.42	131.02	125.49
General contractors	39.2	38.9	39.7	3.33	3.32	3.00	130.30	129.21	118.99
Special trade contractors	38.2	38.3	39.9	3.46	3.46	3.29	132.37	132.49	131.04
Engineering	46.1	44.6	47.1	3.06	3.12	2.97	141.07	138.97	140.14
Highways, bridges and streets	48.0	45.7	48.5	2.58	2.62	2.41	124.07	119.51	116.89
Other engineering	44.0	43.5	45.7	3.61	3.63	3.58	158.95	158.23	163.69
OTHER INDUSTRIES									
Urban transit	41.6	42.0	43.0	3.09	3.10	2.87	128.59	130.48	123.36
Highway and bridge maintenance	39.8	38.8	40.3	2.34	2.44	2.25	93.01	94.71	90.84
Laundries, cleaners and pressers	38.6	38.4	39.0	1.51	1.49	1.41	58.19	57.46	55.08
Hotels, restaurants and taverns	33.8	33.4	34.7	1.47	1.49	1.37	49.82	49.64	47.66

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May*	40.6	2.57	104.42	140.3	117.1
June†	40.4	2.57	103.78	139.4	115.7

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	June 1968	May 1968	June 1967	June 1968	May 1968	June 1967
				$	$	$
Newfoundland	45.2	43.5	42.4	1.87	2.02	1.89
Nova Scotia	40.7	41.4	40.6	2.07	2.04	1.89
New Brunswick	41.3	41.7	41.8	2.07	2.01	1.93
Quebec	40.9	41.1	41.4	2.34	2.32	2.16
Ontario	40.4	40.8	40.6	2.69	2.71	2.51
Manitoba	40.1	39.3	40.2	2.32	2.30	2.14
Saskatchewan	39.7	37.8	40.0	2.72	2.71	2.45
Alberta	40.1	39.2	39.8	2.66	2.64	2.47
British Columbia	38.0	37.7	37.7	3.20	3.20	2.97

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—June*	5,404,000	5,112,800	291,200
May	4,731,000	4,409,600	321,400
April	4,856,000	4,281,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, July 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	15,071	$ 375,115
Prince Edward Island	2,780	64,017
Nova Scotia	27,222	656,606
New Brunswick	19,559	481,430
Quebec	265,848	6,822,707
Ontario	258,151	6,612,840
Manitoba	20,089	478,405
Saskatchewan	10,277	252,568
Alberta	19,464	489,646
British Columbia	100,872	2,624,890
Total, Canada, July 1968	739,333	18,858,224
Total, Canada, June 1968	915,228	23,400,578
Total, Canada, July 1967	719,947	17,743,009

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, July 31, 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,605	1,101	504	1,982	1,080	902	402
Prince Edward Island	481	355	126	467	325	142	128
Nova Scotia	3,715	2,529	1,186	3,762	2,423	1,339	798
New Brunswick	3,111	2,229	882	2,988	1,870	1,118	848
Quebec	36,760	24,439	12,321	39,529	22,468	17,061	10,504
Ontario	56,747	38,643	18,104	53,417	30,909	22,508	16,949
Manitoba	3,352	2,738	614	3,504	1,960	1,544	472
Saskatchewan	1,871	1,437	434	1,831	1,152	679	492
Alberta	4,026	3,045	981	3,631	2,237	1,394	1,251
British Columbia	12,241	8,276	3,965	12,754	8,344	4,410	2,776
Total, Canada, July 1968	123,909*	84,792	39,117	123,865†	72,768	51,097	34,620
Total, Canada, June 1968	92,793	66,245	26,548	89,099	54,427	34,672	34,576
Total, Canada, July 1967	102,099	66,049	36,050	96,465	56,218	40,247	37,080

*In addition, revised claims received numbered 24,863.

†In addition, 25,699 revised claims were disposed of. Of these, 2,672 were special requests not granted and 978 were appeals by claimants. There were 4,682 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	June 28 1968	July 31 1967
CANADA	321,035	139,626	77,197	65,885	38,327	291,137	246,262
Male	194,856	93,133	44,767	36,521	20,435	177,098	147,484
Female	126,179	46,493	32,430	29,364	17,892	114,039	98,778
NEWFOUNDLAND	8,054	2,647	2,077	2,109	1,221	8,686	6,031
Male	6,114	2,068	1,571	1,582	893	6,872	4,629
Female	1,940	579	506	527	328	1,814	1,402
PRINCE EDWARD ISLAND	1,242	502	286	295	159	1,179	856
Male	805	354	161	204	86	737	494
Female	437	148	125	91	73	442	362
NOVA SCOTIA	11,322	4,154	2,651	2,498	2,019	10,998	9,497
Male	7,697	3,064	1,837	1,504	1,292	7,455	6,490
Female	3,625	1,090	814	994	727	3,543	3,007
NEW BRUNSWICK	9,221	3,233	2,524	2,009	1,455	9,682	7,742
Male	6,160	2,304	1,615	1,266	975	6,532	4,977
Female	3,061	929	909	743	480	3,150	2,765
QUEBEC	103,032	42,049	26,240	22,800	11,943	99,852	77,611
Male	66,791	29,004	16,180	14,732	6,875	66,679	49,321
Female	36,241	13,045	10,060	8,068	5,068	33,173	28,290
ONTARIO	124,023	60,891	26,932	23,130	13,070	97,926	103,097
Male	70,671	39,356	14,197	10,773	6,345	51,748	59,886
Female	53,352	21,535	12,735	12,357	6,725	46,178	43,211
MANITOBA	10,058	4,259	2,258	2,012	1,529	9,433	5,934
Male	5,447	2,689	1,079	933	746	4,969	2,750
Female	4,611	1,570	1,179	1,079	783	4,464	3,184
SASKATCHEWAN	5,775	2,180	1,217	1,338	1,040	5,686	3,388
Male	3,182	1,363	588	704	527	3,180	1,389
Female	2,593	817	629	634	513	2,506	1,999
ALBERTA	11,635	4,916	2,787	2,534	1,398	10,566	7,150
Male	6,382	2,925	1,332	1,357	768	5,985	3,473
Female	5,253	1,991	1,455	1,177	630	4,581	3,677
BRITISH COLUMBIA	36,673	14,795	10,225	7,160	4,493	37,129	24,956
Male	21,607	10,006	6,207	3,466	1,928	22,941	14,075
Female	15,066	4,789	4,018	3,694	2,565	14,188	10,881

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of September, 1968

	All Items									
	Sept. 1968	*Aug. 1968*	*Sept. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	137.1	137.9	130.8	132.5	125.8	135.6	133.7	194.8	162.4	139.9
Halifax	148.3	148.1	142.4	148.4	144.4	145.0	145.5	204.5	195.7	139.9
Saint John	151.3	151.4	145.7	152.4	142.8	147.7	160.7	218.6	182.2	139.4
Montreal	153.3	153.7	149.1	156.7	148.6	127.5	186.2	199.7	181.8	146.5
Ottawa	155.1	155.7	148.3	155.4	149.4	140.7	177.7	207.9	174.5	152.3
Toronto	157.7	157.4	152.2	150.3	159.8	143.9	161.3	195.5	217.8	149.4
Winnipeg	152.7	151.3	147.1	153.8	139.9	151.9	153.0	227.9	170.9	154.1
Saskatoon-Regina	147.1	146.0	140.9	152.2	137.9	149.4	148.1	178.1	176.0	140.5
Edmonton-Calgary	147.9	146.6	142.0	147.9	141.6	146.9	149.5	207.0	171.1	132.1
Vancouver	150.1	149.1	145.1	149.1	150.2	139.7	158.3	186.3	169.1	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,123	3,974,634	0.25
*1967—September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27

*Preliminary.

TABLE G-2—Strikes and Lockouts, September 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	16	20
Forestry	—	—	—
Mines	6	2,077	15,050
Manufacturing	75	20,198	212,010
Construction	18	1,861	27,990
Transportation and utilities	7	1,814	15,430
Trade	11	3,844	72,260
Finance	—	—	—
Service	3	41	850
Public administration	3	214	2,530
ALL INDUSTRIES	124	30,065	346,140

TABLE G-3—Strikes and Lockouts, September 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	36	110
Prince Edward Island	—	—	—
Nova Scotia	3	161	3,030
New Brunswick	1	20	30
Quebec	27	8,261	135,560
Ontario	68	17,398	161,220
Manitoba	—	—	—
Saskatchewan	3	330	5,070
Alberta	3	49	980
British Columbia	13	1,385	19,980
Federal	5	2,425	20,160
ALL JURISDICTIONS	124	30,065	346,140

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
MINES						
Metal						
Campbell Chibougamau, Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	650	37,700	June 12 Sept. 3	Wages, overtime, safety measures —Not reported.
Endako Mines, Fraser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	7,100	15,980	July 27 —	Wages, hours of work—
Rio Algom Mines Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	650	4,550	13,000	Aug. 14 Sept. 11	Wages, pension plan—Settlement terms not reported.
Sherman Mine, Temagami, Ont.	Steelworkers Loc. 6896 (AFL-CIO/CLC)	300	1,000	1,000	Sept. 9 Sept. 13	Protesting overtime, meal allowance etc.—Return of workers.
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,320	17,920	Apr. 27 —	Wages, fringe benefits—
David et Frères (1967) Ltée, Montreal, Que.	Commerce and Office Employees (CNTU)	600	12,000	13,200	Aug. 29 —	Wages and benefits—
Cape Breton Co-op. Fisheries, Ltd., Alder Point, N.S.	Retail, Wholesale Employees, Loc. 596 (AFL-CIO/CLC)	115	520	520	Sept. 18 Sept. 24	Overtime wages—Return of workers.
Rubber						
Goodyear Tire and Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,400	2,400	221,980	May 3 Sept. 3	Wages, hours—Settlement terms not reported.
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536, (AFL-CIO/CLC)	330	1,980	1,980	Sept. 23 —	Wages—
Wood						
Simpson Timber Co. Ltd., Hudson Bay, Sask.	Woodworkers Loc. 1184 (AFL-CIO/CLC)	130	2,470	2,470	Sept. 4 —	Wages—
Furniture and Fixtures						
Stancor Central Limited, (Peppler Division) Hanover, Ont.	Woodworkers, Loc. 2-500 (AFL-CIO/CLC)	202	910	910	Sept. 24 —	Wages, fringe benefits—
Paper						
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers, Loc. 290 (AFL-CIO/CLC)	800	2,400	42,400	June 21 Sept. 5	Dissatisfaction over progress of negotiations—75¢ per hour wage increase over 3 yrs., improved vacation schedule.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	4,220	15,840	June 23 —	Seniority, management rights—
Domtar Pulp and Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	27,670	67,540	July 18 —	Wages—
Consolidated-Bathurst Ltée, Port Alfred, Que.	Pulp and Paper Workers' Federation (CNTU)	600	3,000	15,500	Aug. 9 Sept. 8	Inability to agree on one clause in the proposed new contract—18¢ increase in May 1968, 17¢ in May 1969 other benefits.
Ontario-Minnesota Pulp and Paper Co. Ltd., Boise Cascade Subsidiary, Fort Frances, Ont.	Pulp and Paper Mill Workers, Loc. 92 (AFL-CIO/CLC)	450	6,110	7,720	Aug. 25 Sept. 30	"Managerial rights" clause in proposed contract—Wage increase, improved vacation, other benefits.
Abitibi Paper Co. Ltd., Great Lakes Paper Co. Ltd., Ltd., Port Arthur, Thunder Bay, Fort William, Ont.	I.B.E.W. Loc. 1565 (AFL-CIO/CLC)	3,000	18,340	18,340	Sept. 2 Sept. 23	Wages and fringe benefits—35¢ an hr. increase over 2 yrs., plus 9¢ an hr. for tradesmen.
MacMillan, Bloedel and Powell River (Sask.) Ltd., Hudson Bay, Sask.	Woodworkers (AFL-CIO/CLC)	100	1,700	1,700	Sept. 6 —	Wages—
Great Lakes Paper Co., Fort William, Ont.	Pulp and Paper Mill Workers, Loc. 39 (AFL-CIO/CLC)	1,149	6,890	6,890	Sept. 7 Sept. 17	Wages—18¢ per hr. increase 1st yr., 17¢ 2nd yr.
Canadian International Paper Co., Gatineau, Que.	Pulp and Paper Mill Workers (AFL-CIO/CLC)	325	650	650	Sept. 9 Sept. 11	Protest disciplinary action against two workers—not reported.
Tahsis Co. Ltd., Gold River, B.C.	Pulp and Paper Workers, (Ind.)	300	4,200	4,200	Sept. 11 —	Refusal of maintenance men to work overtime—
La Cie Internationale de Papier, Matane, Que.	Papermakers Loc. 160 (AFL-CIO/CLC)	111	1,510	1,510	Sept. 12 —	Parity with other company mills, duration of contract, holidays, hours of work—
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	431,350	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	13,860	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers, Loc. 4077 (AFL-CIO/CLC)	218	4,360	17,230	June 10 —	Effective date of new agreement—
Welment Industries, Welland, Ont.	Steelworkers, Loc. 5955 (AFL-CIO/CLC)	150	3,000	4,350	Aug. 20 —	Wages—
General Smelting Co. of Canada, Burlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	1,700	1,700	Sept. 6 —	Wages—
Lefebvre et Frères, Montreal, Que.	Metal Trades Federation (CNTU)	103	1,190	1,190	Sept. 11 Sept. 27	Wages, hours, fringe benefits—Wage increase.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Metal Fabrication						
Dominion Bridge Co., Vancouver, B.C.	Structural Iron Workers Loc. 712 (AFL-CIO/CLC)	225	4,500	6,530	Aug. 20 —	Union security, wages, fringe benefits—
Machinery						
Delamere and Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,200	11,330	May 6 —	Wages—
De-Laval Co. Ltd., Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	4,740	13,030	July 13 —	Wages, improved working conditions—
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	4,850	4,850	Sept. 4 —	Wages, fringe benefits—
International Harvester, Hamilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	2,050	2,050	Sept. 20 —	Wages, job evaluation—
Hamilton Gear and Machine Company, Toronto, Ont.	Molders Loc. 28 (AFL-CIO/CLC)	139	830	830	Sept. 22 —	Wages, fringe benefits—
Transportation Equipment						
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	920	32,950	July 15 Sept. 4	Wages, other benefits—24¢ an hr. increase on base rate, increase in pension, and holidays.
Dominion Forge Co., Windsor, Ont.	Auto Workers, Loc. 195 (AFL-CIO/CLC)	668	13,360	21,380	Aug. 15 —	Wages, working conditions, fringe benefits—
Three Automotive parts Manufacturers, Windsor, Ont.	Auto Workers, Loc. 195 (AFL-CIO/CLC)	489	9,780	14,670	Aug. 18 —	Wages, fringe benefits, working conditions—
Ingersoll Machine and Tool Co., Ingersoll, Ont.	Steelworkers Loc. 2918 (AFL-CIO/CLC)	135	810	810	Sept. 21 —	Wages—
Electrical Products						
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	7,000	21,000	July 8 —	Wages, fringe benefits—
Proctor Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	5,460	July 17 —	Wages, hours—
Canadian General Electric Co. Ltd., Guelph, Ont.	U.E. Loc. 541 (Ind.)	100	300	300	Sept. 4 Sept. 10	Work classification—Return of workers.
Sangamo Co. Ltd., Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	315	630	630	Sept. 9 Sept. 11	In sympathy for dismissed employee—Return of workers.
Non-Metallic Mineral Products						
Canada Brick Ltd., Streetsville, Ont.	Glass and Ceramic Workers, Loc. 225 (AFL-CIO/CLC)	128	2,560	2,690	Aug. 31 —	Not reported—
Crane Canada Ltd., Coquitlam, B.C.	Potters Loc. 303 (AFL-CIO/CLC)	121	240	240	Sept. 10 Sept. 12	Wages—50¢ an hr. increase to non-incentive workers, 40¢ to incentive workers, 3 wks. holidays after 7 yrs.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	5,900	27,640	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	8,880	35,080	June 8 —	Wages, hours, fringe benefits—
CONSTRUCTION						
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	various unions	100	2,000	8,700	May 29 —	Delayed negotiations in a new contract—
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	14,250	51,750	June 21 Sept. 30	Locked out because of inability to carry out further work without striking bricklayers—Wage increase, plus 10¢ welfare and vacation pay.
Modern Paving, Saint Lambert, Notre-Dame-du-Bon-Conseil Comté de Lévis, P. Que.	CNTU	110	2,200	7,370	June 26 —	Security of employment—
Several Plumbing Contractors, Various locations, Northwestern, Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	11,000	July 15 —	Wages, other benefits—
Ellis Don Ltd., London, Ont.	several construction unions	300	150	150	Sept. 3 Sept. 4	Safety conditions on project site— Safety hazards corrected.
Poole Construction Ltd., Noranda Potash Mine, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	100	900	900	Sept. 9 Sept. 20	Rates and working conditions of contractor to apply to subcontractor—To be submitted to arbitration.
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Co. Inc., Montreal and Area, Que.	Railway, Transport and General Workers, (CLC)	120	1,540	1,540	Sept. 13 —	Wages—
Boyd's Express,* Lachute, Que.	Teamsters Loc. 106 (Ind.)	250	250	250	Sept. 17 Sept. 18	Dissatisfaction with supervisor— Return of workers.
Quebecair Ltd.,* province-wide, Que.	Machinists Loc. (AFL-CIO/CLC)	217	620	620	Sept. 19 Sept. 23	Wages, shift premiums, other benefits—Wage increase.
Storage						
Lakehead Grain Handlers Association,* Fort William, Port Arthur, Ont.	Railway Clerks, Lodge 650 (AFL-CIO/CLC)	1,142	11,420	47,960	July 18 Sept. 16	Wages—$1.05 an hr. increase in wages over 3 yrs., other issues to be arbitrated.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
TRADE						
Quebec Liquor Board, province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	59,600	203,070	June 25 —	Wages—
Samuel Son & Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	175	1,750	8,400	July 10 Sept. 16	Wages—$2.23 per hour new rate.
Several Automotive Garages, Rouyn and Noranda, Que.	U.M.W.A. District 50 (Ind.)	150	3,300	3,300	Sept. 5 —	Wages, holidays, seniority—
Dominion Stores Ltd., Toronto, Ontario	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	366	2,560	2,560	Sept. 6 Sept. 13	Wages—Wage increase.
PUBLIC ADMINISTRATION						
Local Administration						
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	520	520	Sept. 24 —	Wages, working conditions—

*Federal Juridisdiction.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in *Employment and Average Weekly Wages and Salaries* (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

BINDING SECT. OCT 8 1969